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Vital Statistics in Corrections

ACA

COMPENSATION AND BENEFITS FOR CORRECTIONAL PERSONNEL

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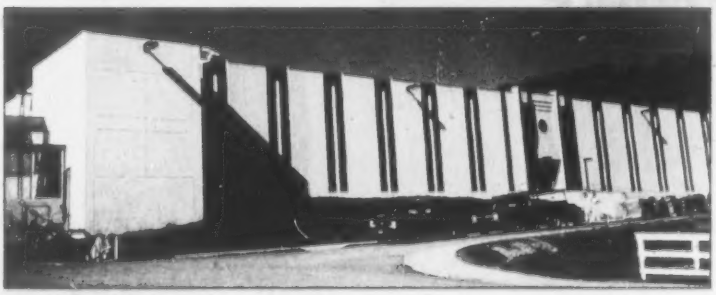

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Vital Statistics in Corrections

STATE SYSTEMS
Operating & Capital Budgets

PERSONNEL
Compensation & Benefits

THE CORRECTIONAL OFFICER
Education, Training & Pay

PROBATION & PAROLE
State & County

STATISTICS
Populations, Court Orders, Recidivism & Death Penalty

STATE EMPLOYEE ORGANIZATIONS
Unions & Employee Groups

JAILS & DETENTION CENTERS
Budgets & Populations

COMPENSATION AND BENEFITS FOR CORRECTIONAL PERSONNEL

1991

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Anthony P. Travisono, Executive Director
Patricia L. Poupore, Director, Communications and Publications

Diana N. Travisono, Editor
Glenda J. Beal, Associate Editor
John P. Pahle, Editorial Assistant

1

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Foreword

Every profession gathers vital statistics within the field it represents. A base of information is an essential resource to understand the past, to know the present status and to move into the future. That is why ACA began gathering and publishing these statistics in 1979. We are in the age of information and the demand for timely, accurate information has grown in relationship with the awareness of the public, the media, and criminal justice practitioners to the continuing crisis in corrections. We receive countless requests for information every working day. *Vital Statistics in Corrections* provides significant compensation data on who's getting what, from maintenance to director, from line staff to wardens. This book is presented in summary form in many of the categories represented by tables and charts. Where possible, comparisons are made from previous years to show trends and directions. Many aspects of corrections are explored and statistics provided on budgets, institutional populations, personnel, jurisdictions under court order, recidivism and the death penalty.

We have gathered statistics from three of ACA's directories and have selected articles from the Association's journal, *Corrections Today*. The most important thrust of *Vital Statistics in Corrections*, however, relates to correctional administrators and staff—their pay, fringe benefits, education and training. Agencies—adult and juvenile correctional departments, parole boards, probation and parole service providers—were questioned about unions and employee organizations, collective bargaining and the right to strike. Information on juvenile careworkers and correctional officers is included. How do retirement requirements and benefits differ for correctional officers? Is there a maximum age beyond which employment as a correctional officer is prohibited?

New for this edition is data on probation and parole and on jails and detention centers. How many probation and parole officers are there? Who are the service providers in the United States? Where are the mega jails and what are their capacities?

These and many other interesting vital statistics will be found in the pages that follow.

We would like to grant special recognition to the Bureau of Justice Statistics—component of the U.S. Department of Justice, Office of Justice Programs—for the outstanding service they provide to the field and for their contribution to this publication.

Contents

Foreword . . . iii

SECTION I STATE SYSTEMS ● Operating & Capital Budgets

Operating and Capital Expenditure Budgets . . . 1
Major Operating Expenditures Including Salaries and Administration . . . 2
Capital Expenditures & Projects . . . 3

SECTION II PERSONNEL ● Compensation & Benefits

"The Corrections Workforce: Professionalism in a Thankless Profession," *Chiquita A. Sipos, J.D.* . . . 5
Personnel in Adult and Juvenile Systems . . . 6
Distribution of State Personnel – Full Time, Contract, Part Time & Volunteers . . . 7
Chief Administrative Officer – Title, Appointed by & Perquisites . . . 8
Salary Summary, Chief and Deputy Chief Administrator . . . 9
Compensation Comparison, 1973-1991 . . . 10
Salary Summary by Position, 1991 . . . 11
Salary Comparisons by ACA Regions for Selected Adult Positions . . . 16
Staff Compensation/Pay Programs Incentives – Hazardous Duty, Riot Squad & Shift Differentials . . . 18
Fringe Benefits – Cost of Living, Merit Increases, Child Care, Leave & Paid Holidays . . . 19
Vacation, Sick Leave & Other Types of Leave . . . 20
Insurance – Health, Medical, Life, Disability & Line of Duty Death Benefit . . . 22
Retirement – Vesting, Eligibility, Formulas & Mandatory Age . . . 26

SECTION III THE CORRECTIONAL OFFICER ● Education, Training & Pay

"Correctional Officers: The Forgotten Battalion in the War Against Crime," *John Hale* . . . 29
Correctional Officers in Adult Systems – Female Correctional Officers Over Five Years . . . 30
Comparison by Number and Salary, 1985-1990 . . . 31
Correctional Officers—Education & Training . . . 32
Length of Time in Class and Training – Growth Rates of COs vs. Inmates . . . 33
"Profile of a Good Juvenile Careworker," *Lloyd Mixdorf* . . . 34
Juvenile Careworkers—Education & Training . . . 35

SECTION IV PROBATION AND PAROLE ● State & County

"Probation & Parole: Vital Components," *Victoria C. Myers* . . . 37
Providers of Probation/Parole/Aftercare Services . . . 38
Number of Probation/Parole Officers, State and County Level – Service Providers in 50 States & D.C. 39
Minimum Educational Requirements – County/Court Level . . . 40
Mandated Training – County/Court Level . . . 41
Number of Adults on Probation . . . 42
Number of Adults on Parole . . . 43

SECTION V STATISTICS ● Populations, Court Orders, Recidivism & Death Penalty

State and Federal Prison Population, 1840-1990, Projected from 1991-1994 . . . 44
Adult Inmate Population In Institutions . . . 45
Adult Inmate Population by Security and Age . . . 46
Movement of Prisoners . . . 47
International and U.S. Incarceration Rates . . . 48
Recidivism of State Prisoners . . . 49
Federal and State Prison Capacities . . . 50
Death Sentence Survey . . . 51
Corrections Departments/Institutions Under Court Order . . . 52
Juveniles Under Supervision in State Systems . . . 53
Summary of Statistics – Populations & Number of Facilities, Spending & Personnel . . . 54

SECTION VI STATE EMPLOYEE ORGANIZATIONS ● Unions & Employee Groups

The Facts on PREP 56
Employee Organizations – Employee Rights, Search & Drug Use Testing 57
Unions/Employee Groups 58

SECTION VII JAILS & DETENTION CENTERS ● Budgets & Population

Inmate Population by Jail Size 62
"Crowding in Our Jails," *Anthony P. Travisono* 63
Operating and Capital Expenditure Budgets 64
Personnel 65
Inmate Population 66
Movement of Adult Jail Population 67
Jails and Detention Centers Under Court Order 68
Mega Jails and Detention Centers – Capacities, Populations, Admissions & Correctional Officers . . . 69

ACA OVERVIEW

Code of Ethics 70
Overview 71
Selected Public Correctional Policies 72
Correctional Staff Recruitment and Development 72
Crowding and Excessive Workloads 73
Employment of Women in Corrections 73
Publications 74

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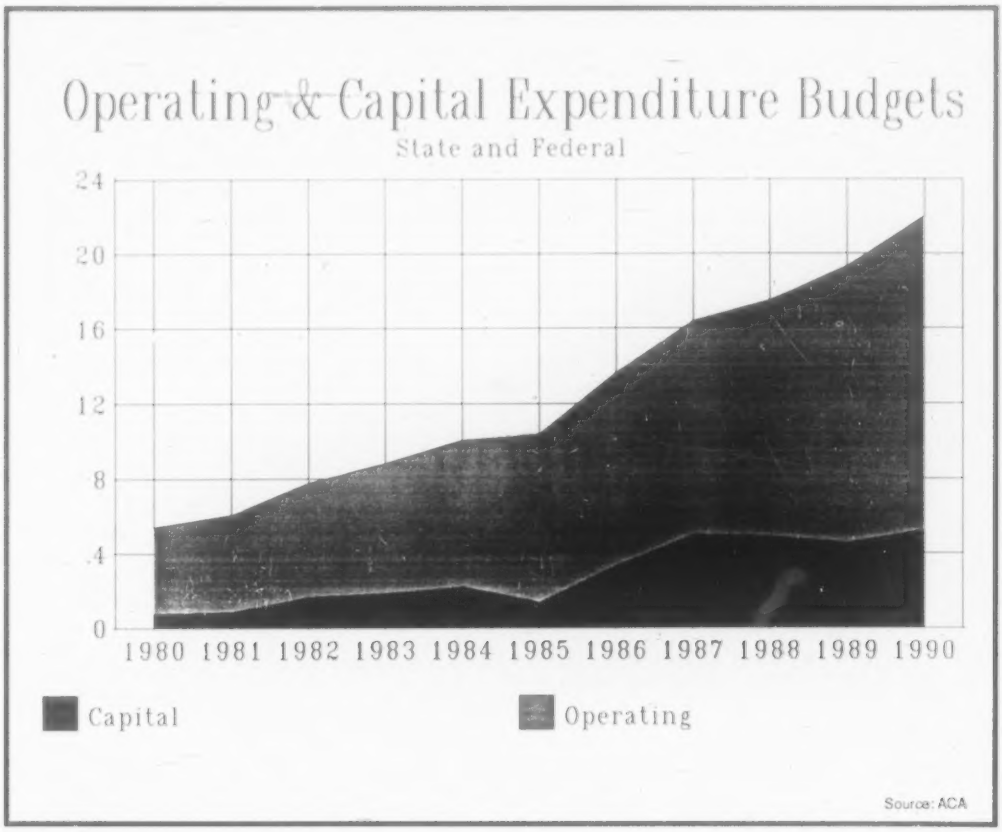
Section I

STATE SYSTEMS

Operating & Capital Budgets



In 1988, three cents or 3.2 % of every government dollar spent throughout the nation was for justice activities:

- 1.5 % for police protection
- 1.0 % for corrections
- 0.7 % for judicial and legal services.

The federal government spent less than 1 cent of every dollar for justice; state goverments, 6 cents; and local governments, almost 7 cents.

BJS *Justice Expenditure and Employment*, 1988

Operating and Capital Budgets

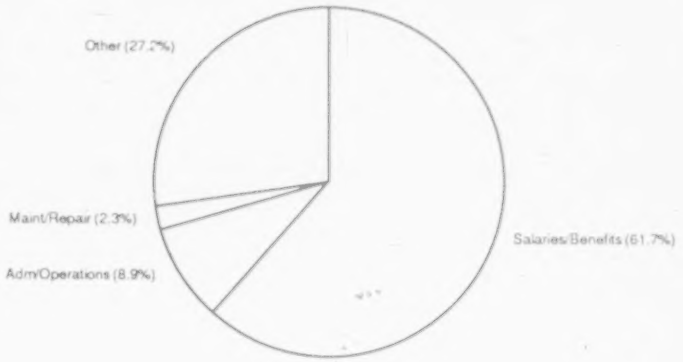
As of June 30, 1990

This table represents fiscal information for adult and juvenile state departments providing correctional services.
Biennial budgets have been halved and are recognized by "B"

	ADULT		JUVENILE	
State	Operating Budget	Capital Expenditures Budget	Operating Budget	Capital Expenditures Budget
AL	165,376,526	0	25,140,621	300,000
AK	96,796,000	1,100,000	16,837,100	3,400,000
AZ	250,117,700	9,156,300	34,237,600	244,000
AR	54,474,006	23,967,480	8,561,967[B]	188,000[B]
CA	2,288,819,000	2,130,519,532	294,971,000	10,086,000
CO	151,987,798	152,000,000	31,497,823	0
CT	231,468,548	222,200,000	11,315,536	4,840,000
DE	65,867,209	1,199,328	12,863,400	3,668,000
FL	724,033,969	132,148,354	141,861,710	8,526,258
GA	471,785,537	244,718,360	76,020,170	0
HI	68,050,586[B]	86,420,000	†	
ID	34,613,400	6,321,900	10,780,200	6,000,000
IL	562,939,500	167,320,500	†	
IN	303,970,216	92,100,000	†	
IA	109,700,970	0	8,609,622	0
KS	126,586,321	35,279,452	15,086,719	632,248
KY	86,966,000	24,627,500[B]	22,672,000	3,260,800
LA	280,476,083	2,260,000	†	
ME	55,496,447	26,392,610	†	
MD	303,099,785	69,135,000	98,741,630	1,068,000
MA	224,190,023	0	56,669,667	5,700,000
MI	803,392,600	4,460,000	60,946,600	1,147,000
MN	142,475,947	13,121,000	†	
MS	84,803,636	1,400,000	9,538,290	1,705,000
MO	204,542,695	2,436,778	16,977,640	410,896
MT	25,007,837	1,230,600	5,683,496	0
NE	57,105,010	3,754,693	†	
NV	72,646,487	30,737,861[B]	6,167,535	[1] 83,235
NH	31,050,616[B]	0	7,426,769	441,440[B]
NJ	558,119,000	88,652,993	†	
NM	101,174,200	0	28,136,400	434,300
NY	1,176,500,000	227,900,000	132,459,300	91,867,000
NC	398,665,793	1,955,600	46,000,000	366,000
ND	16,719,213	1,908,232	†	
OH	509,077,124	96,673,417	107,042,299[B]	26,572,135[B]
OK	171,981,898	19,927,917	17,127,271	862,924
OR	78,766,051[B]	31,491,190[B]	41,113,815[B]	960,000
PA	334,895,000	12,000,000	44,319,000	0
RI	82,783,005	119,000,000	14,572,245	15,175,000
SC	200,203,690	98,154,656	36,934,325	2,042,680
SD	22,925,761	17,300,000	†	
TN	267,737,591	17,000,000	53,425,700	19,212,000
TX	659,073,946	139,241,245	63,895,662	21,952,715
UT	64,065,600	30,829,564	10,578,314	749,000
VT	26,245,710	2,782,800	35,880,244	21,782
VA	386,156,142[B]	44,974,940[B]	103,151,219	810,690
WA	231,550,787	185,736,733	47,744,265	6,105,945
WV	26,829,104	0	†	
WI	210,720,223	36,960,478	†	
WY	14,343,500[B]	1,071,777[B]	3,868,670	1,606,676
Total	13,634,868,010	4,544,297,986	1,758,855,824	249,274,714
FBP	1,371,882,000	374,358,000		
DC	237,501,000	46,364,000	39,936,000	1,596,000

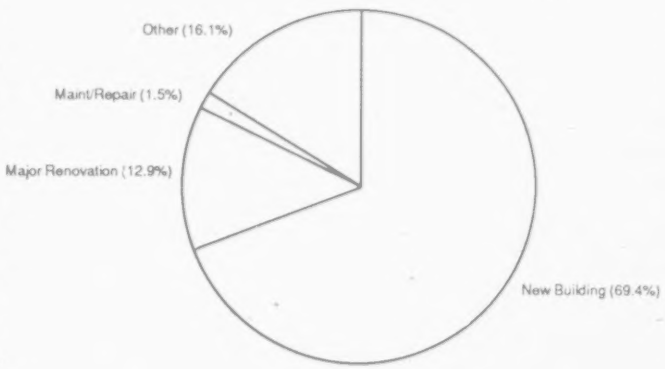
State & Federal Operating Budgets

Adult & Juvenile Systems



State & Federal Capital Budgets

Adult & Juvenile Systems



Notes:

† Combined adult and juvenile departments.
B Biennial (budget amounts halved to reflect one year.)

Other means of funding: AZ(A) St lands earnings $150,000-300,000; CA(A) Lease purchase $692,700,000; CO(A) Lottery $26,000,000; MN(A) Housing of federal inmates $2,173,000; MO(J) Transfer of funds $1,250,000; NM(A) Use of state lands $6,252,800; OK(A) Lease purchase $471,015; OR(A) Certificate of participation $25,305,000; RI(A) State master lease; SC(J) Lease purchase $0 currently; SD(A) Correctional facility sale/leaseback $2,000,000; UT(J) Oil revenues, school lunch program, support collections, interest on state lands; WA(A) Lease purchase $0 currently.

Major Operating Expenses
Including Salaries & Administration

As of June 30, 1990

This table contains a breakdown of the state operating budgets reported in preceeding table.
Expenditures from biennial budgets are marked "B," and have been halved.

	ADULT				JUVENILE			
State	Salaries/ Benefits	Administration/ Operations	Maintenance/ Repair	Other	Salaries/ Benefits	Administration/ Operations	Maintenance/ Repair	Other
AL	106,937,560	58,438,946			—	—		
AK	65,939,900	—		30,856,100	13,899,100	199,700		2,738,300
AZ	127,388,900	14,345,600		108,383,200	22,902,400	—	320,000	11,015,200
AR	28,087,954	7,789,439	9,974,720	8,621,893	6,039,707[5]	1,700,112[5]	822,148	
CA	1,174,132,000	147,738,000	33,000,000	933,949,000	—	—		
CO	89,851,457	17,528,490		44,607,851	26,734,742	4,507,294	255,787	
CT	153,100,640	4,929,356	6,654,423	66,784,129	10,115,536	—	113,025	1,086,975
DE	46,079,911	19,145,843	370,273	271,182	6,559,500	6,028,700	70,000	275,200
FL	497,463,231	12,749,036	32,344,863	181,476,839	78,780,367	17,828,452		45,252,891
GA	328,509,537	137,406,000	5,870,000		57,913,118	316,180	558,720	17,232,152
HI	38,781,228[B]	7,163,584	2,869,337	19,236,437	†			
ID	23,565,000	7,557,300	355,700	3,135,400	—	—		
IL	381,768,000	179,608,000	1,563,500		†			
IN	215,235,313	70,764,038		17,970,865	†			
IA	61,913,376	—		47,787,594[3]	7,085,233		379,700	1,144,689
KS	70,412,502	46,547,632	1,395,951	8,230,236	11,403,293	3,651,421	32,005	
KY	59,076,700	—	1,797,000	26,092,300	17,984,800	104,000	4,583,200	
LA	144,211,125	13,155,131[3]	345,535	122,764,292	†			
ME	39,273,657	1,610,108		14,612,682	†			
MD	212,132,327	11,347,064	7,061,834	72,558,560	57,380,916	40,181,114	1,179,600	
MA	137,298,412	—		86,891,611	15,975,482	688,514	400,000	39,605,671
MI		—			—	—	800,000	60,146,600
MN	86,363,464	54,861,983	1,250,500		†			
MS	61,543,408	1,200,000	1,690,233	20,369,995	9,353,290	140,000	45,000	
MO	109,175,722	7,309,180		88,057,793	12,390,950	4,537,956	48,740	
MT	15,471,652	8,434,097	452,589	649,499	4,649,451	718,279	138,046	177,720
NE	39,302,210	16,471,979	372,381	958,440	†			
NV	51,253,090	1,625,274	606,880	19,161,243	5,356,235		112,601	698,699
NH	24,219,480[B]	1,553,621	1,985,800	3,291,715	5,112,017	271,640	63,147	1,979,965
NJ	336,557,000[4]		4,892,000	216,670,000	†			
NM	40,371,700[5]	3,180,600	2,471,800	55,150,100	13,313,900	1,178,200	376,300	13,268,000
NY	932,100,000	20,700,000		223,700,000	—	—		
NC	310,786,445	19,925,226	2,786,287	65,167,835	—	—		
ND	10,013,264	—	6,705,949		†			
OH	271,598,890	38,016,348	94,069,040	105,392,846	51,990,858[5]	7,149,825	10,526,893	37,374,723
OK	5,040,485	14,659,812	4,233,120	148,048,481	13,432,393	520,600	3,174,278	
OR	42,844,584[B]	6,024,105	142,070	29,755,292	18,691,046[5]	22,422,769		
PA	231,773,000	81,135,000	18,443,000	3,544,000	33,697,000	10,012,000	150,000	460,000
RI	58,791,019	—	924,846	23,067,140	11,813,026[5]	1,944,201	5,600	809,418
SC	113,235,369	4,712,199	1,367,082	80,889,040	21,663,054[5]	10,318,216	433,459	4,953,056
SD	13,165,110	2,409,302	7,351,349	7,351,349	†			
TN	132,422,700	—		135,314,891	25,371,900	4,965,200	220,400	22,868,200
TX	426,169,347	15,199,082[3]	19,835,185	197,870,332	39,451,878	4,460,918		19,962,866
UT	54,045,166	22,882,978		5,798,105	10,177,382	400,932		
VT	18,059,265	922,981		7,263,464	10,815,067	1,792,116	38,627	23,234,434
VA	271,508,871[5]	106,138,862	2,395,354	6,113,056	56,418,199		46,733,020	
WA	161,901,811[4]		1,279,810	68,202,737	21,095,841[5]	1,542,629[3]	3,219,139	21,886,656
WV	13,325,856	586,728	415,057	12,501,463	†			
WI	140,346,814	34,164,710	1,159,995	35,048,704	†			
WY	9,874,695[B]	2,990,232	319,450	1,159,123	3,016,302	357,168	92,549	402,651
Total	**7,982,419,167**	**1,222,927,866**	**278,752,912**	**3,347,375,465**	**700,583,983**	**147,838,130**	**74,891,984**	**326,594,066**
FBP	847,423,000	—		524,459,000				
DC	135,370,000	97,631,000	4,500,000		18,717,000	804,000	243,000	20,172,000

Notes:

— Information not available at time of publication
† Combined adult and juvenile departments
1. Includes benefits
3. Headquarters
4. Includes administration
5. Benefits included under "other"

Capital Expenditures and Projects

As of June 30, 1990

This table contains a breakdown of the capital expenditure budgets reported on preceeding table plus related project information.
Expenditures from biennial budgets are marked "B" and have been halved.

	ADULT						JUVENILE					
	Expenditures			Major Projects			Expenditures			Major Projects		
State	New Building	Major Renovation	Maint/ Repair	New Proj.	No. Renov	New Beds	New Building	Major Renovation	Maint/ Repair	New Proj.	No. Renov	New Beds
AL	0	0					300,000	0		1		
AK	0	900,000	200,000		2		900,000	2,500,000		1	1	
AZ	8,585,000	571,300		3		250	0	55,000			1	
AR	23,967,480	0		2		1,000	0	0	40,000[B]			
CA	1,330,200,000	39,635,000		8	28	14,650	0	7,016,000	2,970,000		5	600
CO	140,000,000	12,000,000		6		1,310	0	0				
CT	63,200,000	159,000,000		23	31	3,906	4,840,000	0		1		40
DE	173,639	635,403	281,387	2	1	660	3,600,000	68,000		1		32
FL	119,131,079	6,800,000	4,397,275	16	6[1]	9,424	6,832,401	930,000	763,857			
GA	216,943,360	27,775,000		26	2	5,137	0	0				
HI	75,310,000	6,900,000		4[3]	3[4]	727	†					
ID	4,496,000	1,171,000	634,900	2	1	460	6,000,000[2]	0				
IL	100,955,100	66,238,400		53	53		†					
IN	75,200,000	8,000,000	2,900,000	68	35	1,258	†					
IA	0	0					0	0				
KS	32,118,843	1,145,118	2,015,491	2		790	0	632,248			12	
KY	20,416,900[B]	0	840,900	16		670	3,100,000	0	160,800	3	5	48
LA	0	2,260,000			4		†					
ME	23,404,918	2,987,692		7	9		†					
MD	67,060,000	0	2,075,000	24		2,484	30,000	1,038,000				48
MA	0	0					4,500,000	1,000,000	100,000			
MI	0	600,000				2,150	1,047,000	0	100,000			(90)[4]
MN	6,000,000	4,698,000	2,123,000	1	4	650	†	0				
MS	700,000	700,000		2	1		1,405,000[5]	300,000		2	2	
MO	1,149,978	1,286,800			12	200	0	0	286,100	10	1	30
MT	1,184,600	46,000		1		98	0	0				
NE	3,612,040	142,653		7[6]	3	120	†					
NV	26,931,785[B]	1,067,385	1,704,423	21	4	1,242	50,000	33,235			2	
NH	0	0					0	432,963[B]	8,477		5	
NJ	82,613,333	5,207,107	832,553	6	16	1,516	†					
NM	0	0		1[7]		204	0	434,300			2	29
NY	177,300,000	35,100,000		8	122	3,100	64,000,000	27,000,000		126[8]		338[9]
NC	956,800		998,800	2	3		0	366,000			3	72
ND	1,682,200	48,471	177,561	2	1		†					
OH	60,625,000	36,048,417		4	18	3,375	22,821,855[B]	2,101,000	2,056,324	23	21	450[8]
OK	16,838,656	3,089,261		1	1		729,399	133,525		2		16
OR	28,797,499[B]	2,458,374	235,317	12[10]	29[10]	1,722	0	960,000				
PA	0	12,000,000		6	6		0	0				
RI	106,000,000	13,000,000		6	10	1,400	12,100,000	2,825,000	250,000	4	7	48
SC	90,513,990	3,879,465		3	5	1,244	0	1,186,740	855,940		7	
SD	17,000,000	0	300,000	1[11]		288	†					
TN	13,000,000			1		616	17,624,000[12]	675,000	245,000	2	2	
TX	130,186,525	9,054,720		4		5,250	5,633,023	10,351,143	3,972,722	4	2	
UT	1,265,393	50,000	21,500				0	749,000			1	10
VT	2,280,000	322,800	180,000				0	21,782			1	
VA	41,632,500[B]		3,342,440	5		2,475	0	481,000	329,690		1	
WA	0	87,754,233		10		3,153	1,256,000	3,921,091	928,854			
WV	0	0					†					
WI	27,744,462	9,216,016		6	2	830[4]	†					
WY	876,290[B]	106,300	89,187	3	5	24	1,444,988	155,079	6,609	2	11	25
Total	3,140,053,370	561,894,915	23,349,734	375	417	72,383	158,213,666	65,366,106	13,074,373	182	92	1,686
FBP	290,729,000	40,600,000	43,029,000	16	10	6,175						
DC	33,364,000	10,000,000	3,000,000	3	1	700		1,596,000			3	

Notes:

† Combined adult and juvenile departments.
1. Six appropriations (many institutions).
2. Combined expansion and renovation.
3. Construction grants for county detention.
4. Reduction in number of beds.
5. In planning stage.
6. Five complete/two partial.
7. Financed by lease/purchase.
8. Includes renovations.
9. Includes approx 350 beds for county.
10. Continued from last year.
11. Expected completion spring '93.
12. Purchase option: two facilities constructed under lease/purchase.

Section II

PERSONNEL

Compensation & Benefits

Correctional Officer at Work

Courtesy: Capitol Communication Systems

The Corrections Workforce
Professionalism in a Thankless Profession

by Chiquita A. Sipos, J.D.

Throughout the nation, correctional workers in federal, state and local facilities are responsible for the custody, control and safety of an ever-increasing inmate population.

Our society overwhelmingly supports incarceration as the most appropriate punishment for serious offenders. Extended sentences for violent crimes, repeat offenses and drug-related crimes have multiplied our prison populations. This has resulted in the need for large numbers of well-trained correctional officers. But the primary focus in corrections has been on bulging prison populations, and we often forget or take for granted those people who staff our jails and prisons.

What is it we expect from correctional workers? The majority opinion for many years was that inmates were powerless and disenfranchised, and all that need be done was to get them off the streets and warehouse them.

Today's workforce, however, is facing a far more complex situation, and everyone from the warden to the inmates has far greater expectations of correctional workers.

Modern-day correctional workers must maintain a positive and professional attitude even in the face of crisis or imminent danger. They must maintain the respect of both fellow workers and inmates. They must deal in honesty and fairness, and be able to distinguish between an inmate who has a legitimate grievance and one who is manipulating the system. They must be able to recognize and react to potentially explosive situations and defuse them. And they must be able to communicate with inmates on an appropriate level. These qualities can only be developed with proper training.

Another area of major concern to correctional workers is liability. A major increase in litigation in the field of correctional liability now commands more legal training for correctional workers.

Doing it by the numbers, which is also known as due process in legal terminology, can often be just as important as the substantive issue, at least in the eyes of the court. For example, the format of a hearing process can mean as much as the factual basis for the hearing.

Because of the Civil Rights Act, under which most suits are filed, there is no scarcity of attorneys, since the act provides for attorney fees. There are hundreds of pending lawsuits, seeking damages in areas ranging from the death of an inmate because of inadequate supervision, to inmates who claim their constitutional rights were violated because of alleged misdeeds by correctional workers. Improper hiring, failure to train and failure to supervise are now serious considerations for the courts in these lawsuits.

In the age of increased awareness of the correctional worker's role in the criminal justice system, and of increasing corrections liability, authorities have a duty and obligation to properly train and equip correctional workers with the tools they need to do a proper job.

Training for our correctional staff needs to be supported by the same legislators, both state and federal, who so loudly raise their voices in support of longer prison sentences and more prison beds.

Modern-day correctional workers must maintain a positive and professional attitude even in the face of crisis or imminent danger.

These men and women who persevere in the face of hostility, public apathy and criticism, do possess superior qualities. Continuing their daily struggle is not only difficult but often thankless. Their work is of great social significance because it is directed toward changing inmates' destructive behavior to constructive behavior. Correctional workers must be thanked, encouraged and trained for personal growth and professional development.

Source: *Corrections Today*, December 1989

Chiquita A. Sipos, J.D., is consultant to the Prevention and Community Corrections Branch of the California Department of the Youth Authority.

Personnel in Adult and Juvenile Corrections

As of June 30, 1990

State	ADULT SYSTEMS									JUVENILE SYSTEMS								
	Employees Total	White Male	White Fem	Black Male	Black Fem	Hispanic Male	Hispanic Fem	All Others Male	All Others Fem	Employees Total	White Male	White Fem	Black Male	Black Fem	Hispanic Male	Hispanic Fem	All Others Male	All Others Fem
AL	3,289	1,333	393	1,020	526			16	1	472	102	84	202	83		1		
AK	1,257	670	302	66	16	17	9	117	60	294	151	100	12	6	3	2	7	13
AZ	5,263	2,716	1,161	182	107	753	235	77	32	860	391	224	57	38	95	41	11	3
AR	1,945	920	259	633	130	1		2		322	61	74	128	58				1
CA	27,661	11,533	5,008	2,761	1,775	3,405	1,487	1,150	542	4,135	1,351	752	642	367	549	238	143	93
CO	2,355	1,415	489	80	14	212	79	55	11	579	237	163	58	27	58	25	9	2
CT	4,263	2,194	764	722	237	270	49	19	8	297	149	70	40	21	10	4	3	
DE	1,458	714	267	324	124	10	3	12	4	170	36	39	54	39	1	1		
FL	19,152	9,625	4,683	2,044	1,891	460	257	129	63	3,189[1]								
GA	9,630	4,498	2,094	1,969	952	48	15	37	17	2,105	473	476	625	515			11	5
HI	1,487	208	78	52	13	137	45	677	277	†								
ID[1]	599	419	153	5		15	2	5		190	117	67	1	1	2		1	1
IL	11,483	7,064	2,360	1,240	551	140	40	50	18	†								
IN	5,829	3,965	850	675	302	28	5	3	1	†								
IA	1,774	1,206	376	87	26	38	12	21	8	227	154	67	2		4			
KS[1]	2,314	1,463	584	131	61	48	7	14	6	527	388*		118*		17*		4*	
KY	2,855	1,794	817	145	89	2		7	1	793	555	158	56	24				
LA	5,703	2,459	1,049	1,459	727	6	3			†								
ME	1,285	1,020	265							†								
MD	5,110	2,245	513	1,401	917	18	3	11	2	1,465[2]	407	276	344	422			10	6
MA	4,977	3,326	1,098	270	141	98	17	22	5	592	284	146	78	24	35	20	3	2
MI	13,886	8,011	2,987	1,258	1,117	140	55	241	77	1,054	—	—	—	—	—	—		
MN	2,220	1,419	652	51	14	20	8	37	19	†								
MS	2,814	687	393	961	757	5	1	5	5	406[3]	76	113	105	112				
MO	5,841	3,659	1,800	186	147	15	4	22	8	628	265	226	76	56		2	2	1
MT	546	433	111			1		1		183	104	34			2			4
NE	1,393	847	421	57	30	21	6	9	2	†								
NV	1,465	921	316	86	32	49	18	33	10	159	103	43	1		6	1	5	
NH	643	529	107	2	1	4				190	120	67	3					
NJ	10,337	4,836	1,502	2,355	971	404	117	102	50	†								
NM	1,953	490	186	42	9	914	257	36	19	581	100	106	13	8	190	154	6	4
NY	34,650	23,341	6,036	2,483	1,279	938	305	198	70	3,453	1,142	799	845	435	149	57	18	8
NC	10,446	5,728	1,619	2,325	608	20	4	111	31	871	442*		429*				491[4]	380[4]
ND	340	216	115	1				8		†								
OH	8,378	5,027	1,801	860	545	42	25	34	24	1,762	490	443	451	362	7	3	5	1
OK	4,001	2,236	1,064	221	212	23	11	160	74	1,872[1]	463	1,002	131	205			27	1
OR	1,969	1,205	547	43	28	44	22	54	26	536	332	160	13	4	11	7	8	1
PA	6,260	4,692	887	443	183	43	3	7	2	843	408	155	190	83	3	2	1	1
RI	1,258	953	191	56	18	26	4	7	3	239	115	71	27	15	7	3		1
SC	5,814	1,868	1,024	1,871	978			48	25	995	179	265	269	279	1		1	1
SD	575	386	173	1	1			12	2	119[1]	77	41					1	
TN	5,180	2,903	1,172	636	438	21		10		995[2]	358	319	175	143				
TX	17,960	8,594	4,149	2,328	1,256	1,235	276	88	34	1,808	563	434	312	203	172	113	10	1
UT	1,267	803	374	18	7	25	16	15	9	466[1]	236	168	19	7	18	4	11	3
VT	718							491[5]	227[5]	377	112	264	1					
VA[6]	8,259	3,646	1,544	1,982	1,026	31	10	13	7	—	—	—	—	—	—	—		
WA	4,532	2,544	1,371	227	62	104	42	102	80	837[7]	758*		40*		21*		18*	
WV	737	523	205	7	2					†								
WI	4,002	2,472	1,250	60	81	49	13	56	21	†								
WY	375	221	98	1		43	8	4		†								
Total	**277,508**	**149,977**	**55,678**	**33,847**	**18,401**	**9,923**	**3,473**	**4,328**	**1,881**	**34,591**	**10,857**	**7,406**	**5,088**	**3,537**	**1,361**	**678**	**806**	**576**
FBP	18,294	10,138	3,136	2,270	1125	1,030	247	272	76									
DC	3,876							2,702	1,174	580	28	16	339	181	4	2	5	5

Notes:

† Combined adult and juvenile departments.
* Combined male/female total.
— Data not available at time of publication.
1. Data as of 6/30/89.
2. Hispanics are included in other categories.
3. Data as of 8/2/90.
4. Counted in White/Black columns; shown here for sex breakdown.
5. Race unknown.
6. Data as of 7/31/90.
7. Includes 466 males, 344 females.

Distribution of State Personnel

Full Time Staff	Number of Responses	1-19	20-99	100-199	200-499	500-999	1,000-1,999	2,000-4,999	5,000-9,999	10,000-14,999	15,000-19,999	20,000 & over
		Percent of Respondents										
Corrections Depts Adult	40					10.00	15.00	32.50	20.00	7.50	10.00	5.00
Corrections Depts Juvenile	37			2.70	29.73	35.14	21.62	8.11				2.70
Corrections Depts Adult, Juvenile	12				16.67	16.67	25.00	8.33	16.67	16.67		
Pardons/Parole Bds (without services)	18	55.56	27.78	16.67								
Probation/Parole/Aftercare Depts/Bds (providing services)	15		13.33		46.67	26.67	6.67	6.67				

	Contract Staff						No Response to Question	Staff Provided by Other Agencies						No Response to Question
	None	1-19	20-49	50-99	100-199	200+		None	1-19	20-49	50-99	100-199	200+	
	Percent of Respondents							Percent of Respondents						
Corrections Depts Adult	10.00	12.50	20.00	12.50	15.00	25.00	5.00	47.50	22.50	7.50	7.50	10.00		5.00
Corrections Depts Juvenile	16.22	40.54	13.51	5.41	2.70	16.22	5.41	62.16	24.32		2.70	2.70	2.70	5.41
Corrections Depts Adult, Juvenile		33.33	25.00	8.33	8.33	16.67	8.33	33.33	50.00		8.33			8.33
Pardons/Parole Bds (without services)	66.67	22.22					11.11	83.33	5.56					11.11
Probation/Parole/Aftercare Depts/Bds (providing services)	60.00	13.33					26.67	66.67	6.67					26.67

	Volunteers							No Response to Question	Part-Time Staff					No Response to Question
	1-19	20-99	100-199	200-499	500-999	1,000-1,999	2,000-4,999		1-19	20-49	50-99	100-199	200+	
	Percent of Respondents								Percent of Respondents					
Corrections Depts Adult	5.00	12.50	7.50	22.50	15.00	5.00	22.50	10.00	30.00	40.00	10.00	5.00		15.00
Corrections Depts Juvenile	18.92	29.73	5.41	16.22	10.81		10.81	8.11	48.65	35.14	2.70	8.11		5.41
Corrections Depts Adult, Juvenile	33.33	16.67		16.67		8.33	16.67	8.33	33.33	41..67		8.33		16.67
Pardons/Parole Bds (without services)	33.33							61.11	61.11	5.56				33.33
Probation/Parole/Aftercare Depts/Bds (providing services)	60.00	6.67		20.00				13.33	73.33					26.67

Chief Administrative Officer

Responsible for all operations and staff of the agency (Director, Commissioner, etc.)

Title	Percent of Respondents			
	1991	1989	1986	1984
Director	38.52	36.79	34.2	43.6
Deputy Director	1.64	1.89		
Commissioner	20.49	23.58	22.2	19.0
Ass't Deputy Commissioner		.94		
Secretary	10.66	7.55	6.5	10.0
Ass't Deputy Secretary			2.8	1.8
Chair (Parole/Pardons Boards)	10.66	12.26	10.2	15.4
Executive Director	7.38	7.55	12.0	1.9
Administrator	5.74	4.72	6.5	
Warden		.94	1.9	
Superintendent	2.46	.94		
Other	2.46	2.83	3.7	

Other: CA Board of Prison Terms—Executive Officer;
NV Dept. of Parole & Probation—Chief; NJ Bureau of Parole—Chief.

Appointed by	Percent of Respondents			
	1991	1989	1986	1984
The governor, serving at his pleasure	52.46	52.83	49.0	51.8
The governor, fixed term (no contract)	6.56	5.66	2.8	7.2
The governor, fixed term (contract)	1.64	3.77	3.7	1.8
A board, no fixed term	12.30	12.26	19.5	18.1
A board, fixed term (contract)	1.64	2.83	11.1	.9
An umbrella agency head	13.93	13.21		6.3
A court administrator		.94		4.5
Other	.82		12.0	9.0

Other: NJ Bureau of Parole Chief is "classified service" (not appointed);
Director of Bureau of Prisons is appointed by the U.S. Attorney General.

Perquisites Provided Above Salary	Percent of Respondents			
	1991	1989	1986	1984
Automobile (official use)	59.14	50.00	53.7	46.3
Group insurance (some receive partial)	74.19	69.77	70.4	68.1
Health insurance (some receive partial)	89.72	90.43	88.0	80.9
Personal medical prescriptions	48.15	34.88	24.1	26.3
Optical services (some receive partial)	23.29	20.73	15.7	13.6
Dental insurance	71.43	60.44	51.9	41.8
Life insurance	82.35	82.61	76.9	70.9
Disability	69.57	64.44	63.0	57.2
Retirement benefits (some receive partial)	90.91	91.75	90.7	85.4
Deferred compensation (i.e., Keogh)	59.76	47.73	45.4	49.0
Longevity pay	49.41	40.91	38.0	28.1
Housing	11.69	10.71	9.3	8.1
Domestic help	5.63	7.06	2.8	3.6
Maintenance	20.78	14.29	13.9	10.9
Daily subsistence allowance	6.94	8.43	9.3	7.2
Travel expenses	84.54			

- **The comparison of salary and benefits of the various states in relation to staff size and program responsibility is a difficult if not impossible task. The diverse structures of state correctional departments simply are not easy to compare even when people hold the same job title.**

  For instance, one director of corrections may have responsibility for adult, juvenile, field and institutional programs while another director may be responsible only for adult services. The number of persons under supervision varies as well as the number of employees.

Salary Summary

Chief Administrative Officer

POSITION WITH	YEAR	NUMBER RESPONDING	RANGE	MEDIAN RANGE/MEDIAN
Corrections Departments	**1991**	**50**	**$41,906—$131,731**	**$65,835—$78,322**
Adult or Adult/Juvenile	1989	45	$36,700—$101,738	$64,320—$68,500
	1986	46	$34,884—$92,681	$59,675
	1984	41	$33,500—$81,648	
	1982	41	$27,152—$70,603	
	1979	37	$25,000—$64,000	
Corrections Departments	**1991**	**27**	**$32,000—$104,639**	**$54,890—$70,000**
Juvenile	1989	21	$32,916—$104,639	$52,000—$66,000
	1986	28	$24,440—$78,207	$46,428
	1984	36	$23,460—$89,000	
	1982	24	$27,152—$90,009	
	1979	17	$18,000—$54,000	
Parole and Pardons Boards	**1991**	**7**	**$30,106—86,175**	**$47,565—$60,049**
(not providing services)	1989	8	$34,554—$71,587	$55,759—$57,600
	1986	13	$28,596—$64,596	$39,000
	1984	13	$24,733—$59,800	
	1982	3	$26,780—$42,200	
	1979	26	$13,000—$43,000	
Probation/Parole Departments/Boards	**1991**	**10**	**$37,128—$84,773**	**$55,000—$64,476**
(providing services)	1989	10	$33,737—$98,000	$49,108—$55,344
	1986	9	$33,737—$75,445	$45,020
	1984	13	$24,731—$59,800	
	1982	14	$23,460—$59,800	
	1979	10	$20,000—$49,000	

Deputy Chief Administrative Officer

Corrections Departments	**1991**	**41**	**$30,000—$108,300**	**$53,000—$69,174**
Adult or Adult/Juvenile	1989	37	$25,000—$97,340	$48,535—$64,927
	1986	34	$23,629—$79,992	$50,096
	1984	39	$24,000—$67,500	
	1982	42	$18,000—$62,300	
Corrections Departments	**1991**	**17**	**$29,195—$89,800**	**$46,507—$66,577**
Juvenile	1989	13	$29,407—$89,800	$50,190—$62,500
	1986	21	$20,821—$72,940	$42,730
	1984	28	$21,346—$63,312	
	1982	24	$21,450—$53,910	
Parole and Pardons Boards	**1991**	**5**	**$35,000—$78,036**	**$53,176—$74,435**
(not providing services)	1989	6	$21,666—$70,536	$46,509—$47,658
	1986	4	$27,400—$46,313	$41,322
	1984	8	$19,700—$54,936	
	1982	2	$23,341—$39,940	
Probation/Parole Departments/Boards	**1991**	**9**	**$30,648—$84,134**	**$50,100—$60,963**
(providing services)	1989	10	$22,572—$88,600	$44,537—$58,464
	1986	8	$26,998—$69,649	$37,340
	1984	11	$25,000—$58,600	
	1982	11	$22,620—$54,000	

Compensation of Correctional Administrators

Adult Systems 1973-1991

STATE	APRIL 1973 $ALARY	JANUARY 1986 $ALARY	MARCH 1989 $ALARY	JANUARY 1991 $ALARY
AL	19,800	63,792	68,500	68,576—73,500
AK	26,388—31,776	77,304	66,816—92,676	69,024—95,736
AZ	25,088	63,992—92,681	—	70,250—106,316
AR	24,000	58,648—61,874	61,874	68,158
CA	31,500	78,207	85,392	—
CO	22,044	66,870	69,999	75,000
CT	31,581 —36,606	60,057—73,365	78,732—95,155	72,681—88,024
DE	25,000	45,000—60,000	72,500	79,100
FL	29,000	45,000—74,000	—	61,178—106,730
GA	32,500	58,500	67,319	70,727
HI	16,836—24,876	34,884—55,152	68,400	85,302
ID	18,500	40,026—53,661	51,114—68,507	50,918—68,245
IL	35,000	60,000	64,000	65,835
IN	25,688—31,044	47,554—74,230	50,960—79,560	54,574—85,202
IA	21,420	42,400—54,600	53,700—71,500	60,100—80,000
KS	15,000	60,876	68,500	75,880
KY	25,000	60,700	49,500	49,500
LA	20,000	55,000	55,000	58,000
ME	19,118—25,688	41,246—60,632	44,012—64,688	46,653—68,569
MD	28,800	66,500	—	77,336
MA	—	—	61,300—77,546	61,300—77,546
MI	30,600	64,100	70,032—81,056	80,300
MN	26,100	59,779	50,008—67,505	50,000—67,505
MS	—	40,000	—	55,000—70,000
MO	22,500	62,100	64,320	69,329—78,322
MT	23,000	39,310—48,850	39,811—49,498	—
NE	15,912—22,152	—	—	62,500
NV	—	65,000	60,326	—
NH	19,984	41,163—51,143	44,655—57,533	49,232—63,430
NJ	27,171—37,925	70,000	95,000	95,000
NM	24,000	50,000	59,921	62,084
NY	42,475	85,000	98,399	98,399
NC	28,014	58,140	66,972	75,252
ND	20,000	35,352—52,536	42,564—63,144	44,688—67,560
OH	27,500—29,700	35,381—66,685	—	61,194—85,987
OK	19,500	60,000	—	63,121—83,138
OR	26,280	43,416—55,416	51,336—65,532	56,376—79,272
PA	24,984	61,520	—	80,026
RI	23,998—27,820	55,656—61,668	69,717—76,778	72,785—80,156
SC	24,873	—	—	97,367—131,731
SD	18,334	38,709—58,053	37,600—56,400	50,000—72,000
TN	24,400	58,500	60,996	60,996
TX	31,500	66,300	69,655	84,000
UT	18,528	40,883—59,675	41,906—61,158	—
VT	20,000—25,000	—	49,545	—
VA	16,400—21,000	—	—	—
WA	30,000	66,584	77,676	79,620
WV	—	36,500	36,700	45,000
WI	32,500	62,000	70,000	56,498—86,443
WY	14,832[1]	—	—	51,624—82,476
BP	—	—	57,158—74,303	83,600—108,300
DC	36,000	65,930	69,174—79,500	—

Notes:

1. Warden of State Penitentiary.

— Information not available.

1973 information is from a report issued by the Council of State Governments at that time. 1986, 1989 and 1991 statistics were collected by the American Correctional Association.

The above are basic salaries or salary ranges for correctional administrators and do not include perquisites provided in addition to salaries. (See page 8 for current information on perqs.)

Salary Summary by Position

1991 State Positions	NO. RESPONDING	RANGE	MEDIAN RANGE
ADULT DEPARTMENTS			
Administrative Officer, Chief	50	$41,906—$131,731	$65,835—$78,322
Administrative Officer, Chief Deputy	41	$30,000—$108,300	$53,000—$69,174
Administration, Chief of	31	$30,288—$104,600	$48,360—$64,993
Administrative Assistant	35	$15,972—$60,972	$24,444—$35,244
Assistant Director	25	$22,284—$108,300	$48,215—$61,440
Budget Officer, Chief	46	$24,552—$108,300	$36,400—$52,668
Chaplain, Chief	43	$18,324—$80,138	$28,919—$40,549
Child Care Counselor	1	$17,286—$24,185	
Clerk	40	$8,400—$28,188	$13,836—$19,785
Client Education, Director	28	$24,888—$80,138	$36,132—$48,770
Community Services Director	29	$22,074—$89,136	$42,548—$60,299
Correctional Officer I/Entry Level	49	$13,520—$33,996	$17,702—$23,239
Correctional Officer I/After 1st Year	44	$13,824—$39,849	$19,074—$24,522
Correctional Officer II	40	$14,280—$46,042	$20,856—$28,620
Correctional Officer III	41	$15,475—$53,183	$22,524—$32,040
Correctional Officer IV	36	$16,286—$53,472	$24,534—$34,548
Counselor	48	$15,952—$46,512	$23,197—$32,952
Dentist	41	$20,856—$96,096	$44,720—$59,316
Dietary, Director	32	$20,545—$55,315	$28,621—$39,544
Drug Abuse Specialist	36	$17,072—$71,472	$23,700—$34,450
EEOC Officer	32	$18,200—$71,472	$30,105—$45,103
Evaluation & Inspection, Chief	21	$23,940—$91,200	$40,487—$56,550
Executive Assistant	33	$17,324—$84,500	$29,328—$42,117
Food Service, Line Staff	45	$8,840—$41,172	$19,240—$25,703
Grants Manager	13	$18,888—$61,252	$31,476—$41,184
Industries, Director	44	$23,774—$108,300	$39,120—$56,014
Industries Foreman	42	$15,768—$62,640	$24,982—$34,075
Institutional Services, Director	23	$27,508—$88,920	$45,614—$65,083
Jail Inspector	23	$17,892—$64,314	$28,582—$39,463
Juvenile Careworker/Entry Level	10	$15,587—$29,964	$18,048—$24,324
Juvenile Careworker/After 1st Year	8	$19,056—$32,952	$20,808—$27,287
Legal Officer/Consultant	33	$22,284—$95,134	$33,434—$56,014
Legislative Liaison	26	$25,296—$81,912	$37,000—$50,752
Maintenance and Construction, Director	39	$20,196—$76,880	$38,388—$53,598
Maintenance, Line Staff	45	$11,211—$43,420	$21,801—$28,629
Maintenance, Plant Staff	38	$11,211—$49,533	$22,116—$29,832
Medical Doctor	30	$31,116—$110,997	$56,243—$82,980
Medical Services, Chief	34	$24,986—$116,792	$54,336—$65,595
Ombudsman	11	$12,856—$67,520	$23,880—$36,114
Parole Board Chairman	19	$12,000—$115,493	$45,546—$58,266
Parole Board Member	19	$12,000—$95,005	$39,588—$50,752
Parole Officer, Chief	29	$20,380—$79,272	$36,301—$50,280
Parole Officer I/Entry Level	33	$15,048—$41,640	$21,481—$31,212
Probation Officer, Chief	21	$18,324—$79,272	$32,895—$46,358
Probation Officer I/Entry Level	25	$15,952—$54,375	$21,801—$31,770
Probation/Parole Compact Administrator	29	$16,016—$67,726	$28,791—$39,996
Personnel Officer, Chief	45	$18,324—$78,156	$36,400—$53,244
Program Services, Chief	21	$24,413—$81,252	$39,025—$56,239
Psychiatrist	25	$22,625—$112,037	$62,196—$88,873
Psychologist	42	$19,107—$68,129	$28,919—$45,265
Public Information Officer	36	$20,604—$68,161	$32,748—$45,243
Recreation Staff	45	$10,704—$49,533	$20,608—$29,920

1991 State Positions	NO. RESPONDING	RANGE	MEDIAN RANGE
ADULT DEPARTMENTS continued...			
Regional Director	22	$19,107—$108,300	$41,434—$57,840
Research, Director	28	$24,552—$81,912	$37,082—$48,776
Secretary (Administrative Aide)	47	$10,920—$49,533	$18,197—$25,286
Security Director	38	$19,918—$73,236	$35,977—$48,724
Special Services, Director	11	$24,324—$62,000	$35,580—$56,572
Superintendent	35	$26,436—$93,693	$40,023—$57,838
Training, Director	46	$21,320—$80,183	$35,244—$48,770
Trainer, Staff	42	$17,108—$59,729	$24,534—$34,008
Treatment, Director	28	$22,625—$99,971	$36,395—$52,868
Unit Manager	31	$19,044—$79,958	$29,328—$40,549
Warden, Deputy	41	$23,550—$82,777	$36,603—$51,500
Warden, Assistant	30	$23,426—$72,756	$32,802—$47,447
Warden I/Entry Level Institution Admin.	35	$23,280—$74,354	$38,804—$56,736
Youth Development Worker	4	$17,286—$35,484	$19,198—$30,388
JUVENILE DEPARTMENTS			
Administrative Officer, Chief	27	$32,000—$104,639	$54,890—$70,000
Administrative Officer, Chief Deputy	17	$29,195—$89,800	$46,507—$66,577
Administration, Chief of	17	$25,688—$81,200	$43,627—$60,444
Administrative Assistant	20	$14,118—$60,900	$26,458—$35,100
Assistant Director	12	$26,676—$76,864	$43,300—$53,832
Budget Officer, Chief	25	$20,196—$61,548	$32,910—$46,242
Chaplain, Chief	17	$16,616—$49,000	$25,182—$32,556
Child Care Counselor	18	$12,408—$35,785	$19,283—$31,542
Clerk	22	$9,286—$31,800	$14,578—$20,615
Client Education, Director	15	$22,316—$67,572	$36,403—$48,770
Community Services Director	16	$19,453—$78,036	$43,181—$58,010
Correctional Officer I/Entry Level	3	$18,452—$29,832	$23,700—$29,832
Correctional Officer I/After 1st Year	2	$14,547—$27,650	$19,431—$27,650
Correctional Officer II	3	$15,553—$31,848	$25,296—$31,848
Correctional Officer III	1	$27,012—$34,032	
Correctional Officer IV	2	$16,652—$31,600	$21,330—$31,600
Counselor	2	$17,609—$42,360	$34,800—$42,360
Dentist	12	$19,083—$79,220	$46,242—$73,044
Detention Facility Inspector	1	$20,574—$32,685	
Dietary, Director	19	$15,924—$55,584	$24,441—$34,590
Drug Abuse Specialist	17	$18,200—$67,400	$27,527—$37,491
EEOC Officer	14	$21,372—$65,880	$29,162—$41,818
Evaluation & Inspection, Chief	7	$22,284—$60,765	$34,400—$49,600
Executive Assistant	13	$18,244—$54,700	$32,032—$45,243
Food Service, Line Staff	31	$9,698—$28,540	$14,664—$20,004
Grants Manager	12	$19,810—$50,460	$28,558—$42,402
Institutional Services, Director	17	$20,696—$83,100	$43,300—$61,212
Juvenile Careworker/Entry Level	35	$10,946—$32,640	$16,759—$23,052
Juvenile Careworker/After 1st Year	33	$12,428—$38,592	$17,324—$25,724
Legal Officer/Consultant	14	$22,625—$80,184	$38,485—$54,717
Legislative Liaison	9	$23,000—$70,956	$35,256—$49,342
Maintenance and Construction, Director	21	$14,401—$63,000	$27,749—$41,560
Maintenance, Line Staff	26	$10,946—$40,000	$17,500—$23,052
Maintenance, Plant Staff	20	$12,408—$47,832	$19,511—$26,702
Medical Doctor	8	$10,474—$102,360	$56,168—$78,497
Medical Services, Chief	13	$23,269—$98,110	$37,923—$55,963
Ombudsman	6	$17,639—$54,717	$29,244—$43,344
Parole Board Chairman	2	$48,050—$79,676	$48,050—$70,468

1991 State Positions	NO. RESPONDING	RANGE	MEDIAN RANGE
JUVENILE DEPARTMENTS continued...			
Parole Board Member	2	$48,050—$76,882	$48,050—$69,071
Parole Officer, Chief	6	$25,710—$78,036	$32,895—$43,555
Parole Officer I/Entry Level	11	$18,949—$48,828	$26,020—$32,505
Probation Officer, Chief	6	$22,219—$57,600	$30,105—$44,753
Probation Officer I/Entry Level	8	$14,712—$37,700	$21,600—$34,222
Probation/Parole Compact Administrator	6	$22,219—$49,710	$26,436—$38,928
Personnel Officer, Chief	22	$19,261—$61,548	$33,618—$46,197
Program Services, Chief	11	$23,426—$76,864	$39,876—$52,900
Psychiatrist	7	$31,747—$106,549	$73,752—$100,624
Psychologist	29	$23,343—$60,168	$31,840—$46,197
Public Information Officer	11	$21,000—$54,700	$32,910—$46,124
Recreation Staff	25	$10,380—$52,605	$19,600—$28,056
Regional Director	17	$23,280—$65,645	$34,290—$48,888
Research, Director	10	$18,121—$82,418	$35,256—$50,400
Secretary (Administrative Aide)	27	$11,674—$30,396	$16,740—$24,462
Security Director	18	$16,068—$54,456	$26,197—$34,616
Special Services, Director	4	$25,688—$45,000	$31,450—$38,928
Superintendent	27	$20,714—$70,956	$39,528—$53,025
Training, Director	19	$13,347—$61,548	$30,391—$42,816
Trainer, Staff	18	$17,108—$49,344	$25,296—$34,664
Treatment, Director	19	$20,696—$62,612	$32,240—$40,706
Unit Manager	19	$17,108—$49,416	$29,744—$38,652
Warden, Deputy	2	$43,300—$64,400	$43,632—$64,400
Warden, Assistant	1	$38,724—$51,888	
Warden I/Entry Level Institution Admin.	1	$31,800—$44,600	
Youth Development Worker	7	$15,066—$48,828	$24,428—$29,650
PARDONS AND PAROLE BOARDS (not providing services)			
Administrative Officer, Chief	7	$30,106—$86,175	$47,565—$60,049
Administrative Officer, Chief Deputy	5	$35,000—$78,036	$53,176—$74,435
Administration, Chief of	3	$27,088—$74,435	$58,560—$74,435
Administrative Assistant	7	$19,955—$43,740	$34,125—$34,125
Budget Officer, Chief	5	$17,912—$64,639	$37,454—$50,460
Clerk	5	$11,676—$24,066	$17,438—$22,596
Counselor	1	$24,356—$34,094	
EEOC Officer	1	$41,832—$50,460	
Executive Assistant	4	$23,044—$64,314	$37,000—$42,000
Legal Officer/Consultant	3	$35,716—$75,980	$60,864—$75,980
Legislative Liaison	1	$52,812—$63,864	
Parole Board Chairman	13	$7,200—$115,493	$48,000—$58,600
Parole Board Member	14	$7,200—$95,005	$41,000—$53,761
Parole Examiner	1	$24,398—$40,500	
Personnel Officer, Chief	3	$26,000—$50,460	$41,832—$50,460
Psychologist	3	$31,700—$64,314	$45,934—$64,314
Public Information Officer	2	$22,044—$43,740	$36,240—$43,740
Regional Director	2	$28,080—$48,744	$31,087—$48,744
Research, Director	1	$45,924—$55,416	
Secretary (Administrative Aide)	7	$12,026—$36,240	$18,773—$26,066
Special Services, Director	1	$56,964—$62,796	
Training, Director	1	$36,240—$43,740	
Unit Manager	1	$22,360—$31,628	

1991 State Positions	NO. RESPONDING	RANGE	MEDIAN RANGE
PROBATION AND PAROLE DEPARTMENTS/BOARDS (providing services)			
Administrative Officer, Chief	10	$37,128—$84,773	$55,000—$64,476
Administrative Officer, Chief Deputy	9	$30,648—$84,134	$50,100—$60,963
Administration, Chief of	4	$39,511—$64,727	$46,000—$57,487
Administrative Assistant	6	$18,060—$41,964	$21,130—$34,934
Assistant Director	4	$25,416—$52,532	$50,400—$51,220
Budget Officer, Chief	8	$26,436—$67,170	$40,000—$46,142
Clerk	11	$11,880—$26,580	$14,676—$22,488
Client Education, Director	1	$26,580—$26,580	
Community Services Director	4	$24,462—$66,792	$44,528—$58,464
Correctional Officer I/Entry Level	1	$18,060—$26,688	
Intensive Parole Officer II	1	$23,496—$35,766	
Dietary, Director	1	$35,124—$47,064	
Drug Abuse Specialist	2	$20,820—$33,000	$28,000—$33,000
EEOC Officer	3	$29,888—$46,142	$36,775—$46,142
Executive Assistant	6	$23,148—$53,125	$34,367—$46,646
Food Service, Line Staff	1	$14,220—$19,056	
Grants Manager	2	$23,784—$38,964	$24,462—$38,964
Institutional Services, Director	2	$31,476—$58,464	$43,632—$58,464
Juvenile Careworker/Entry Level	2	$18,133—$25,512	$19,056—$25,512
Juvenile Careworker/After 1st Year	1	$21,000—$28,128	
Legal Officer/Consultant	7	$30,524—$67,170	$44,211—$57,400
Legislative Liaison	3	$26,580—$56,973	$44,211—$56,973
Maintenance and Construction, Director	1	$41,556—$55,680	
Maintenance, Line Staff	1	$18,144—$24,300	
Maintenance, Plant Staff	1	$21,000—$28,128	
Parole Board Chairman	11	$12,000—$87,388	$61,072—$61,500
Parole Board Member	11	$12,000—$79,200	$57,750—$57,750
Parole Officer, Chief	11	$18,084—$82,418	$40,114—$51,584
Parole Officer I/Entry Level	15	$16,656—$42,855	$21,564—$31,428
Probation Officer, Chief	3	$34,140—$47,100	$37,669—$47,100
Probation Officer I/Entry Level	5	$17,143—$32,352	$21,564—$31,860
Probation/Parole Compact Administrator	8	$15,972—$53,125	$26,794—$36,392
Personnel Officer, Chief	10	$19,656—$60,765	$36,254—$45,243
Program Services, Chief	2	$30,524—$67,330	$52,246—$67,330
Psychiatrist	1	$35,892—$35,892	
Psychologist	2	$20,496—$48,108	$48,108—$48,108
Public Information Officer	5	$28,844—$50,000	$38,889—$49,286
Regional Director	9	$23,280—$60,765	$35,580—$53,370
Research, Director	7	$21,636—$67,170	$36,254—$53,125
Secretary (Administrative Aide)	11	$11,652—$34,934	$18,144—$24,300
Special Services, Director	3	$26,794—$46,228	$46,228—$46,228
Training, Director	9	$19,656—$53,125	$34,367—$47,064
Trainer, Staff	3	$16,656—$46,142	$29,888—$46,142
Treatment, Director	1	$30,150—$48,312	
Unit Manager	7	$19,218—$47,903	$34,141—$42,131

Notes:

The range consists of the actual lowest reported salary to the highest.

In some instances, salary ranges were entered under more than one position even though the service is provided by only one staff person, i.e. when the Administrative Assistant may also be the EEOC Officer.

Part time Parole Board positions are often on a *per diem* basis, hence the low salaries.

Medical services are sometimes contracted and may also be part time.

Salaries for the Bureau of Prisons are included in the figures for adult departments.

Salary Summary
Probation and Parole Officers

1989 County/Court Level

Location	Responses/ Total Field	Under $13,000	$13,001 - $20,000	$20,001 - $25,000	$25,001 - $30,000	$30,001 - $40,000
AL	18/62	6 %	88 %	6 %		
AZ	5/24			100 %		
AR	8/76	43 %	43 %	14 %		
CA	28/59		8 %	40 %	28 %	20 %
CO	11/27	33 %	33 %	11 %	11 %	
CT	2/2			100 %		
DC	1/1			100 %		
GA	2/20		50 %	50 %		
HI	2/4		100 %			
ID	10/30	40 %	50 %	10 %		
IL	33/83		66 %	28 %	3 %	3 %
IN	65/134	7 %	81 %	12 %		
IA	14/16		23 %	62 %	15 %	
KS	6/37		13 %	87 %		
MA	1/1				100 %	
MI	41/194		41 %	36 %	21 %	3 %
MN	22/61			86 %	5 %	10 %
MO	13/46		89 %	11 %		
MT	11/20	10 %	60 %	30 %		
NE	1/1		100 %			
NV	4/15		50 %	25 %	25 %	
NJ	1/1		100 %			
NM	4/14		80 %	20 %		
NY	26/57	4 %	27 %	50 %	19 %	
NC	1/1			100 %		
OH	54/133	9 %	71 %	20 %		
OK	3/5		100 %			
OR	17/49	7 %	33 %	47 %	7 %	7 %
PA	49/95	10 %	79 %	10 %		
TN	2/5		50 %	50 %		
UT	1/1			100 %		
WA	29/62		30 %	41 %	26 %	4 %
WV	12/36		80 %	20 %		
WI	5/71		33 %	67 %		
WY	1/5			100 %		

● **Probation and/or parole services are provided by various state, court or county agencies or combinations of jurisdictions.**

Source: ACA *Probation & Parole Directory*

Salary Comparisons by ACA Regions

for Selected State Adult Positions

Departments	Chief Admin Officer	Warden I Entry Level	Probation and/or Parole Chief	Probation and/or Parole Officer, Entry Level	Correctional Ofcr I Entry Level	Correctional Officer IV
13 WESTERN STATES						
AK Dept of Corrections	$69,024-95,736	—	—	$27,366-37,236 [b]	$25,800-33,996	$37,716-51,492 [2]
AZ Dept of Corrections	$70,250-106,316	—	$36,978-55,963 [a]	$21,481-32,505 [a]	$17,755-18,199	—
CA [1] Dept of Corrections	$85,392	$62,640-68,904	$41,640-50,280 [a]	$34,560-41,640 [a]	$21,328-23,964	—
CO Dept of Corrections	$75,000	—	$43,632-58,464 [a]	$23,784-31,860 [a]	$21,576-28,908	$35,024-47,064
HI Dept of Public Safety	$85,302	$39,864-56,736	—	—	$20,808-26,364	$24,324-31,116
ID Dept of Correction	$50,918-68,245	$36,171-48,485	$24,461-32,802 [b]	$21,133-28,330 [b]	$18,262-24,461	—
MT Dept of Institutions	—	—	—	—	$14,547-15,662	—
NV [1] Dept of Prisons	$60,326	—	—	—	$17,577-23,498	$24,522-33,306
NM Corrections Dept	$62,084	$37,319-52,606	$27,483-38,742 [a/b]	$25,242-35,583 [a/b]	$14,879-20,975	$31,748-44,753
OR Dept of Corrections	$56,376-79,272	$42,060-59,184	$56,376-79,272 [a/b]	$27,084-39,996 [a] $27,084-36,264 [b]	$21,024-27,828	$25,776-34,548
UT [1] Dept of Corrections	$41,906-61,158	$35,350-51,594	$39,588-57,838 [a]	$15,952-23,239 [a/b]	$15,952-23,239	$24,534-35,788
WA Dept of Corrections	$79,620	—	—	$19,764-24,576 [a]	$19,788-24,984	$28,944-37,032
WY Bd of Charities & Reform	$51,624-82,476	$37,992-59,556	—	—	$15,348-22,320	$20,736-30,900
13 SOUTHERN STATES						
AL Dept of Corrections	$68,576-73,500	$26,364-39,936	$30,524-46,358 [a/b]	$20,102-30,524 [a/b]	$16,500-24,484	$26,364-39,936
AR Dept of Correction	$68,158	$26,676-43,264	$20,696-34,450 [a]	$18,200-30,342 [a]	$15,054-25,064	$20,696-34,450
FL Dept of Corrections	$61,178-106,730	$36,400-63,466	$29,848-50,284 [a/b]	$20,124-33,046 [a/b]	$16,458-26,624	$21,190-34,918
GA Dept of Corrections	$70,727	$31,476-42,402	$26,580-38,964 [b]	$20,820-27,738 [b]	$17,220-22,542	$22,542-30,150
LA Dept Pub Safety & Corr	$58,000	$28,980-43,476	$37,980-56,976 [a/b]	$19,308-28,968 [a/b]	$13,776-20,664	$22,104-33,156
MS Dept of Corrections	$55,000-70,000	—	$22,353-33,474 [a/b]	$16,905-25,317 [a/b]	$14,401-21,581	$23,248-33,143
NC Dept of Correction	$75,252	$30,489-57,249	$21,466-34,195 [a] $34,969-54,375 [b]	$19,754-31,212 [a] $34,969-54,375 [b]	$18,197-28,592	$23,391-37,540
OK Dept of Corrections	$63,121-83,138	$40,677-53,832	$35,411-46,774 [b]	$21,801-28,739 [b]	$15,545	$24,441-32,277
SC Dept of Corrections	$97,367-131,731	$39,580-53,370	($40,114-60,170 [a]) $32,895-49,342 [b]	$18,996-28,493 [a/b]	$15,010-22,515	—
TN Dept of Correction	$60,996	$23,280-34,116	($18,084-26,796 [a]) $26,463-38,928 [b]	($16,656-24,324 [a]) $16,656-23,712 [b]	$13,560-20,124	$18,084-26,796
TX Dept of Criminal Justice	- $84,000	- $53,015	($36,324 [a])	($20,772-23,700 [a])	$15,576	$20,124-22,932 [2]
VA Dept of Corrections	—	$35,977-54,930	$27,539-42,047 [a/b]	$23,044-35,184 [a/b]	$16,135-24,636	—
WV Div of Corrections	$45,000	$30,000-40,000	$25,000-32,000 [a]	$15,048-25,212 [a]	$13,824-22,188	$17,688-29,676 [2]
6 NEW ENGLAND STATES						
CT Dept of Correction	$72,681-88,024	$43,790-58,420	$43,790-58,420 [a]	$26,781-33,001 [a]	$22,958-25,509	38,929-51,931
ME Dept of Corrections	$46,653-68,569	$38,804-54,281	$30,006-41,340 [b]	$24,186-32,784 [a/b]	—	$20,570-27,713
MA Dept of Correction	$61,300-77,546	—	($39,064-48,770 [a])	($21,859-28,629 [a])	$23,176-30,208	$26,914-35,147 [2]
NH Dept of Corrections	$49,232-63,430	$41,669-53,024	$35,842-42,781 [b]	$30,301-35,842 [b]	$19,604-22,703	—
RI Dept of Corrections	$72,785-80,156	—	—	$29,618-33,257 [a/b]	$23,307-25,544	$31,853-35,951 [2]
VT [1] Dept of Corrections	$49,545	—	$20,380-32,177 [a/b]	$17,180-27,206 [a/b]	—	$16,286-25,750

Departments	Chief Admin Officer	Warden I Entry Level	Probation and/or Parole Chief	Probation and/or Parole Officer, Entry Level	Correctional Ofcr I Entry Level	Correctional Officer IV
13 CENTRAL STATES						
IL Dept of Corrections	$65,835	$37,920-67,920	$37,920-67,920 [a]	$22,536-29,196 [a]	$20,256-22,128	$25,164-43,128
IN Dept of Correction	$54,574-85,202	—	$28,444-43,030 [a] *	$18,980-28,340 [a]	$16,484-24,804	—
IA Dept of Corrections	$60,100-80,000	—	$33,717-42,682 [a/b]	$23,317-28,621 [a/b]	$21,341-22,422	$29,328-37,066
KS Dept of Corrections	$75,880	$39,312-55,308	$30,792-43,344 [a]	$22,980-32,340 [a]	$17,172	$24,144-33,948
KY Corrections Cabinet	$49,500	$36,216-52,512	$18,324-29,364 [b]	$16,608-26,592 [b]	$13,668-21,912	$20,196-32,376
MI Dept of Corrections	$80,300	$53,411-71,472	$28,919-38,127 [a]	$24,325-33,826 [a/b]	$20,671-29,984	$28,313-38,377
MN Dept of Corrections	$50,000-67,505	$56,042-74,354	$46,855-62,264 [a/b]	$24,534-32,030 [a/b]	$22,467-23,741	$31,153-41,948
MO Dept of Corrections	$69,329-78,322	—	$36,301-47,143 [a]	$22,992-30,684 [a]	$17,520-22,116	$22,116-29,460
NE Dept Correctional Svcs	$62,500	$43,184-60,458	$26,029-36,441 [a] ($37,669-42,277 [b])	$19,490-27,284 [a] ($18,133-30,409 [b])	$17,522-24,529	$24,213-33,898
ND Dept Corr & Rehab	$44,688-67,560	$38,604-58,464	$33,360-50,652 [a/b]	$20,496-31,428 [a/b]	$14,628-22,584	$21,504-32,952
OH Dept Rehab & Corr	$61,194-85,987	—	$38,147-49,962 [a/b]	$20,488-24,565 [a/b]	$19,490-22,880	$31,533-41,184
SD Dept of Corrections	$50,000-72,000	$44,075-50,123	$26,603-39,916 [a]	$17,430-26,766 [a]	$13,520-20,259	—
WI Dept of Corrections	$56,498-86,443	$45,282-67,726	$39,070-57,591 [a/b]	$20,144-29,267 [a/b]	$17,931-24,745	$20,144-29,267 [2]
5 MID ATLANTIC STATES, DC & Bureau of Prisons						
DE Dept of Correction	$79,100	$39,995-66,659	$40,120-66,866 [a]	$19,062-31,770 [a/b]	$17,702-27,660	$28,515-47,525
MD DPSCS/Div of Correction	$77,336	$60,000	—	—	$20,772-27,262	$27,942-36,699
NJ Dept of Corrections	$95,000	—	$53,176-74,436 [a]	$23,046-24,198 [a]	$26,045	$38,353-53,472
NY Dept of Correctional Svcs	$98,399	—	—	—	$21,338	$38,889-49,286
PA Dept of Corrections	$80,026	$29,594-45,692	—	($24,119-42,855 [a])	$17,734-19,821	$29,594-45,692
DC [1] Dept of Corrections	$69,174-79,500	—	—	—	$20,418	$24,984-32,184
Bureau of Prisons	$83,600-108,300	$52,406-68,129	—	—	$16,973-18,919	$25,717-33,430

Notes:
1. No response to survey; data as of March 1989.
2. Reported as Correctional Officer III, highest level.

— Information not available.
a. Parole.
b. Probation.
( ) Signifies position is in a different agency.

● **To help offset living expenses in high cost areas (for example, the greater metropolitan areas of New York, San Francisco and Los Angeles), Congress recently approved a salary enhancement of 8% as an "Interim Geographic Adjustment" for federal employees.**

Staff Compensation/Pay Program Incentives

● **99% of responding state agencies report a formal written salary schedule.**

Additional pay provided for:	%1991	%1989
Merit	80.41	71.84
Cost of Living	57.14	43.30
Longevity	70.83	63.92
Exceptional Service	40.00	26.09
Comparability	24.32	16.67
Shift Differential	75.00	60.42
Educational Incentives	38.16	17.98
Hazardous Duty	28.95	20.22
Riot or Emergency Squad	8.70	6.82
Other	57.14	

Percent of staff protected by Civil Service/Merit System

	%1991	%1989
None	12.40	13.39
1 - 25%	1.65	5.36
26-50%	1.65	.89
51-75%	3.31	4.46
76-99%	59.50	54.46
100%	18.18	20.54
No response	3.31	

Separate pay increase for Hazardous Duty (HD) or Riot or Emergency Squad (RE):

Adult Departments:

AK (HD) 7.5% in certain cases.
CT (HD) early retirement-certain classes.
DE (HD) $1,200 or $600 p/yr depending on level of exposure and responsibility.
GA (HD & RE) $100 p/mo.
HI (HD) 20% of base pay.
IA (HD) $10 per two week pay period.
KS (HD) Two range differential.
MI (HD) $.40-prison rate; $.50-high sec. assessments for certain classes.
MS (HD &RE) $25-50 p/mo.
NV (RE) Time and one half.
NH (HD) $1,300 p/yr.
NH (HD) $1,300 p/yr.
OH (HD) 5% of step one in pay range.
SC (RE) $1,000 p/yr.

Juvenile Departments:

AK (HD) 7.5%.
AR (HD) One pay step within grade.
MD (HD) Asbestos, 50% differential paid, 1/10 hr increments.
NH (HD) $125.

Probation/Parole Departments

HI (HD) 15% or 20% of base pay.
NY (HD) $.43 p/hr.

Other pay incentives include uniform or clothing allowance; out of class stress pay ($75. per quarter); geographical differential; Sunday duty (25%); high risk assignment pay ($60. p/mo); and stand-by status.

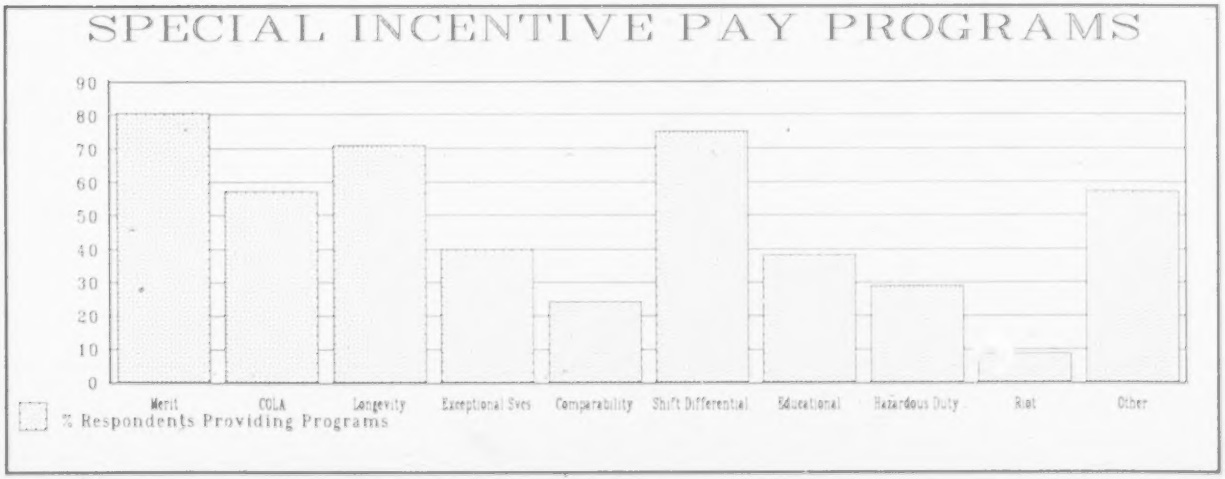
Shift differentials:

Adult Departments

AZ 1-10%.
BP 10% 6 pm-6 a.m.
CO 2nd shift-7%; 3rd -10%.
FL $1 p/hr.
GA RN $2.10 p/mo; LPN $1.20 p/mo (eves).
IA $.25-.30 p/hr.
ID 1991-1.5%; '92-3%; '93-5%.
KS $.25 p/hr.
KY, LA Nurses only.
MD $5 per 8 hr shift.
MN $.40 p/hr.
MS, WY 5%.
NE $.50 p/hr for 50% of 6 pm-6am shift (for bargaining unit members.)
NH, OH, WA $.50 p/hr.
PA Bargaining unit-$.55 p/hr; others-$.45.
RI $819 p/yr-35 hr workweek; $936-40 hr
WI $.20 p/hr eves; $.40 p/hr weekends.

Juvenile Departments:

AK 3.75%-swing shift; 7.5% - graveyard.
CA $.50 p/hr.
CO 2nd shift-7.5%; 3rd-3-10%.
GA RN $2.10 p/mo; LPN $1.20 p/mo(eves).
IA $.30 eves.
MA $20 p/wk.
MO 5%.
NH $.30-.50 p/hr.
NM $.60 p/hr.
OK $20 p/mo.
SC RN $1.25 p/hr, LPN $.75 eves; RN $3 p/hr, LPN $5 weekends.
TN Nurses - 9%.
WI $.20 p/hr 6pm-6am.



Fringe Benefits

Cost of Living Increase

Percent of Respondents					Percent of
1982	1984	1986	1989	1991	Average Increase
		.9			Less than 1%
5.0	8.1	22.2	32.0	29.41	1 - 3%
16.0	31.8	39.8	43.0	50.98	4 - 6%
34.0	16.3	13.0	3.0	1.96	7 - 9%
13.0	.9	3.7		.98	10% or over
29.0	42.7	20.4	22.0	16.67	None

Merit Increase

Percent of Respondents					Percent of
1982	1984	1986	1989	1991	Average Increase
		1.9	3.13	2.11	Less than 1%
21.0	13.6	21.3	18.75	23.16	1 - 3%
37.0	34.5	38.8	36.46	41.05	4 - 6%
34.0	1.8		2.08		7 - 9%
13.0	.9	.9			10% or over
29.0	49.0	35.2	37.50	33.68	None

● **The average fringe benefits package constitutes 28% of correctional salaries as reported by 112 respondents.**

16 respondents reported different fringe benefits packages for correctional officers (32% average package).

7 respondents reported different fringe benefits packages for juvenile care workers (24% average package).

87% of 117 responding agencies reported the availability of an Employee Assistance Program, i.e., substance abuse counseling, stress management, retirement planning.

● **Number of states providing child care services as a benefit expands.**

13% of 107 responding agencies have the benefit of child care services available to employees.

Child care in AZ, CT, FL, MA, MN, OR, RI and BP is available in certain institutions only and on a limited basis.

In Tennessee, the DOC, DYD and Board of Parole provide child care through community centers.

Leave

Length of Probationary Period before Eligible for Leave	% 1991	% 1989
None	39.02	36.61
One month or less	9.72	*
3 - 5 months	4.06	4.46
6 months	43.09	48.21
One year	2.44	3.57
Other	1.67	7.14

*Included in "Other" in 1989.

In some states the probationary period varies with different classifications of appointments or positions.

AL Bd of Pardons & Paroles–Annual & sick leave accrue at 4 hours biweekly, taken as earned.
CA Bd of Prison Terms–6 months to one year.
MA DOC–9 months for correctional officers, 6 months for others.
NJ DOC–3-5 months for regular employees, 12 weeks for non-permanent service employees.

Paid Holidays

Number of Days	9	10	11	12	13	14	15	16+
Percent	7.50	24.17	24.17	26.67	11.67	4.17	.83	1.66

Other:

IA DOC	Two of 11 days reported are personal holidays.
PA DOC	Correctional Officer bargaining unit has 12, all others 10.
MD DJS	14 days, 15 days in some cases.
MT CD	One extra day in election years.
SC DYS	Governor can declare Christmas Eve as holiday.
VA DOC	Governor may authorize additional days.

Vacation

The number of paid vacation days provided per year per length of employee service.

At 6 months	% 1991	At 1 year	% 1991	At 3 years	% 1991
Under 6 days	5.61	Under 10 days	2.58	Under 10 days	0
6 and under 7 days	40.44	10 days	18.10	10 and under 12 days	17.39
7 and under 10 days	12.35	Over 10 and under 12 days	3.44	12 days	33.91
10 days	12.35	12 days	39.65	13 and 14 days	11.30
Over 10 and under 15 days	17.97	Over 12 and under 15 days	12.93	15 days	29.56
15 days	10.11	15 days	20.68	Over 15 and under 30 days	6.95
18 days	1.12	Over 15 and under 22 days	2.58	39 days	.86

At 5 years	% 1991	At 10 years	% 1991	At 15 years	% 1991
10 days and under	0	10 and under 15 days	1.72	12 and under 18 days	4.31
Over 10 and under 15 days	18.26	15 days	22.41	18 days	16.37
15 days	53.04	16 and 17 days	6.89	19 and 20 days	29.31
16 and under 18 days	12.17	18 days	32.60	21 days	30.17
18 days	11.30	19 and 20 days	22.41	Over 21 and under 27 days	17.24
Over 18 and under 30 days	6.95	21 and under 25 days	9.48	27 days	.86
		30 days	.86	30 days	1.72

At 20 years	% 1991	At 25 years	% 1991	At 30 years	% 1991
Under 15 days	.86	Under 20 days	6.14	Under 20 days	6.19
Over 15 and under 20 days	5.21	20 days	9.64	20 and under 21 days	9.73
20 days	14.78	21 days	24.56	21 days	22.12
21 days	27.82	22 and under 25 days	23.68	Over 21 and under 25 days	23.00
Over 21and under 25 days	23.47	25 and under 26 days	19.29	25 and under 26 days	19.46
25 and under 28 days	24.34	26 and under 30 days	11.40	26 and under 30 days	13.27
28 and 30 days	2.60	30 days	4.38	30 days	5.30
35 days	.86	36 days	.87	35 days	.88

Vacation continued...

Maximum number of vacation days staff may accumulate and carry forward

Days	%1991	%1989	%1986
0	.83	.93	
1 - 30	25.62	25.23	21.4
31 - 60	36.36	38.32	37.0
61 - 90	2.48	1.87	2.8
91 - 120	3.31	1.87	3.7
Over 120	7.44	8.41	4.6
No limit	4.13	3.74	4.6
Other formulas used	19.83	19.63	25.0

Number of paid sick leave days staff may accumulate and carry forward

Days	%1991	%1989	%1986
0		.93	
1 - 30	.82	.93	
31 - 60	2.46	3.70	.9
61 - 90	4.92	7.41	5.5
91 - 120	4.92	2.78	2.8
Over 120	17.21	12.96	16.7
Unlimited or as needed	69.67	70.37	71.3

Other types of leave provided by agency

Number Responding	% 1991	Type of leave
134	99.19	Jury duty
133	99.18	Military
135	100.00	Leave without pay
126	95.65	Death in family
124	89.38	Maternity
120	89.09	Family illness
115	95.19	Educational leave without pay
105	72.34	Educational leave with pay
123	88.50	Bodily injury/illness (in line of duty)
123	91.89	Administrative
107	73.96	Election leave (to vote in general election)
101	64.44	Personal leave (not charged to vacation)
103	71.74	Adoptive
105	67.74	Expectant or new father
92	37.04	Disaster
83	11.11	Bonus leave
101	62.64	Employee organization
129	94.07	Compensatory
87	25.00	Volunteer fire/rescue
94	56.63	Civil service exam
79	8.82	Peace Corps
16	28.57	Other

● **54% of responding agencies allow employees to credit unused sick leave to retirement.**

Other leaves provided:

FL CYF – Peace Corps leave without pay.
FL Prob/Parole Cmsn – National Guard; certain athletic competitions.
IA DOC – Employee organization leave is for union work.
MA Parole Bd – Family illness, 10 paid sick days; 3 days paid personal leave; election leave only if minimum 3 hours from polling place.
NC DYS – Co-workers can donate leave to an employee with serious medical condition.
NH BRS – Sick leave may be used for maternity leave.
NY DY – Sick leave with half pay; child rearing leave.
OR CSD – Administrative leave for certain classifications.
RI DCTF – Civil service exam only if within employees personnel hierarchy.
VA Parole Bd – Sick leave used for death, family, maternity, and expectant father.
VA DOC – Sick leave used in some cases; worker's comp in others.
Bureau of Prisons – Vacation leave may be used for death in family, family illness, maternity, or expectant father.

Insurance

● More than 70 percent of responding agencies offer multiple health plan options to their employees. Dominate health care providers continue to be Blue Cross/Blue Shield and Health Maintenance Organizations combined with other options.

Health Insurance

Carried by:	%1991
Blue Cross/Blue Shield	6.50
State Insured Plan	11.39
Private Insurance Company	4.88
BC/BS & Health Maintenance Organization	28.60
HMO & State Insured	2.44
Other Multiple Options	39.69

Variations include:

AL DYS Employee pays in full; state subsidizes.

AR DOC Provides $117.50 monthly disregarding coverage.

AR DCFS Agency pays 73% which also includes employee life insurance.

CA DYA State pays up to $157.00 per month toward premium for the employee; $292.00 for employee and one dependent; $367.00 for employee and two or more dependents.

MI DOC HMO costs are paid in full by agency; 95% of BC/BS costs are paid by agency, 5% by employee (family coverage also.)

NJ DOC Agency pays cost of traditional plan or pays that amount toward cost of HMO.

PA DOC Basic BC/BS is paid in full by agency; HMO costs in excess of those rates are paid by employee (family coverage also.)

RI DJCS Agency pays individual or family costs in full for BC 100; employees pay costs for any differing rates.

UT DYC Agency/employee share cost 90/10; up to $500 out-of-pocket per person/per year ($2,000-2,500 per family.)

VA DOC State pays full amount for basic BC/BS; employee pays difference for other options.

Basic Hospitalization/Surgical

Employee coverage				Family coverage		
%1986	%1989	%1991		%1991	%1989	%1986
49.1	47.75	37.19	Paid in full by Agency	12.40	16.19	14.8
42.6	43.24	46.28	(High 91/9; Low 48/52) Agency/Employee share cost (High 95/5; Low 10/90)	52.89	52.38	50.9
			Paid in full by Employee	19.01	19.05	22.2
7.4		15.44	Varies according to plan	10.74		10.2
	9.01	1.09	Other	3.31	12.38	

Major Medical

Employee coverage				Family coverage		
%1986	%1989	%1991		%1991	%1989	%1986
47.7	45.71	36.75	Paid in full by Agency	12.93	16.16	13.0
39.0	41.90	38.46	(High 99/1; Low 50/50) Agency/Employee share cost (High 95/5; Low 10/90)	43.97	49.49	49.0
4.6	1.90		Paid in full by Employee	18.10	23.23	23.2
10.2		17.09	Varies according to plan	12.06		11.1
1.8	10.89	4.32	Other	8.63	11.11	.9
		3.42	None	4.31		

Insurance continued...

Physical Exam

	%1991	%1989	%1986
Paid in full by Agency	19.13	23.53	24.0
Agency/Employee share cost (High 99/1; Low 70/30)	14.78	14.71	6.5
Paid in full by Employee	13.91	19.61	16.7
Varies according to plan	27.83	21.57	10.2
None	24.35	20.59	38.9

Variations Include:

Agency pays only when the physical exam is by a designated physician; doctor of choice would be at employee expense.

Limited copayments of from $5-10.

KY CC reimburses employee up to $30.

NC DYS pays in full when exam is required for position.

Dental Insurance

Employee coverage				Family coverage		
%1986	%1989	%1991		%1991	%1989	%1986
41.6	42.06	35.29	Paid in full by Agency	16.81	21.15	25.0
12.0	14.95	20.17	(High 95/5; Low 50/50) Agency/Employee share cost (High 95/5; Low 10/90)	26.05	24.04	18.5
19.5	21.50	27.73	Paid in full by Employee	40.34	35.58	30.5
25.0	21.50	11.76	Varies according to plan	10.08	19.24	24.1
		5.04	None	6.72		

HI DOC pays in full for children; shares costs with employee/spouse.
Some states pay a higher percent for employees vs. dependent costs.

Accidental Death Insurance

%1986	%1989	%1991	
37.0	39.22	26.72	Paid in full by Agency
13.9	10.78	17.24	Agency/Employee share cost (High 90/10; Low 4/96)
13.0	21.57	25.86	Paid in full by Employee
16.7	22.48	12.07	Varies according to plan
17.6	15.69	18.10	None

Maximum Amount of Coverage	%1991	%1989
Under $24,999	19.59	22.22
$25,000 - $49,999	8.25	11.11
$50,000 - $99,999	3.09	3.70
$100,000 - $149,999	8.25	2.47
$150,000 and over	13.40	9.88
Double annual salary	6.19	6.17
4 times annual salary	5.15	3.70
Based on age and salary	9.28	14.81
Other	20.62	24.60

CT DOC pays in full for Hazardous Duty employees.
Some states cover up to a certain amount ($5,000-$20,000) with additional coverage at employee expense.

Insurance continued...

Group Life Insurance

Employee Coverage			
%1986	%1989	%1991	
41.6	43.52	39.67	Paid in full by Agency
27.8	22.22	28.10	Agency/Employee share cost (High 90/10; Low 20/80)
8.3	17.59	19.83	Paid in full by Employee
14.8	12.96	9.09	Varies according to plan
7.4	3.70	3.31	None

Maximum Amount of Coverage	%1991	%1989
Under $24,999	20.87	30.11
$25,000 - $49,999	9.57	9.68
$50,000 - $99,999	3.48	5.38
$100,000 - $149,999	3.48	3.23
$150,000 and over	8.70	8.60
Double annual salary	12.17	13.98
4 times annual salary	1.74	1.08
Based on age and salary	13.91	10.75
Other	22.61	17.20

In many instances, the state provides basic coverage; additional coverage is at employee expense.
Employee option may be limited, i.e., up to 3 x salary.
CA DYA pays in full for managerial, supervisory and confidential employees; shares costs with others.

Worker's Compensation

	1991	1989	1986
Paid in full by Agency	90.08	84.40	81.5
Agency/Employee share cost (High 75/25; Low 66/34)	6.61	7.34	5.5
Other	1.65	4.59	8.3
None	1.65	3.67	1.9

Variations Include:

OR CSD–Employees pay 14 cents per day.

MA DYS–Agency pays one third the cost.

NM YA–Agency pays $132.00 per employee; employee pays $3.00 per quarter.

Liability Coverage

	1991	1989	1986
Paid in full by Agency	48.67	45.36	35.2
Agency/Employee Share Cost (High 75/25; Low 66/33)	.89	2.06	1.9
Paid in full by Employee	5.31	4.12	
Other	5.31	5.15	12.0
None	39.82	43.30	36.1

Variations Include:

NE DCS–Each employee covered under blanket bond of $1 million.

Some agencies are self-insured; no employee costs.

Insurance continued...

● **70% of 61 respondents reported that benefits are provided as a percent of salary as follows:**

6% provided less than 50%;
48% provided 50 - 60%;
46% provided over 60%.

Disability Insurance (Long-term)

Employee Coverage	1991	1989	1986
Paid in full by Agency	33.33	30.69	22.2
Agency/Employee Share Cost (High 70/30; Low 10/90)	8.55	8.91	8.3
Paid in full by Employee	27.35	26.73	14.8
Varies according to plan	7.69	33.66	13.0
None	23.08		

Variations include:

AL DYS–Optional coverage available through payroll deduction.

AZ DJC–Agency pays in full for inmate contact; 50/50 otherwise.

WA DOC–Agency provides basic coverage; employee purchases additional.

MI DOC, WI DOC–Premiums determined by amount of sick leave balance.

NC DOC–Self insured, no employee costs.

Benefits Commence	%1991	1989
Immediately	16.87	17.11
After 30 days	21.69	22.37
After 60 days	2.41	2.63
After 90 days	10.84	11.84
After more than 90 days	19.28	21.05
Other	28.92	25.00

Duration of Payments	%1991	%1989
Less than 5 years	13.10	12.50
5 to 10 years	1.19	1.39
To age 65	11.90	18.06
Length of incapacity	32.14	31.94
Depending on injury	15.48	12.50
Determined by Board	2.38	6.94
Up to retirement age	7.14	1.39
Other	16.67	15.28

Line of Duty Death Benefit

● **53% of agencies reported their employees eligible for special state benefits if killed in the line of duty.**

● **Of the negative responses, 47% reported a select group eligible for state benefits.**

The select groups were identified as follows: Correctional Officers (AL, MD, NM, OH and WI adult departments); COs and those receiving hazardous duty pay (DE DOC); COs and Probation Officers (FL DOC); Peace Officers (GA BD PP); COs and Probation/Parole Officers (LA DPSC); Parole Officers (NY Div Parole, TX PP Div); Certified positions (NC, UT DOCs); Public Safety Officers (OR CD); those receiving hazardous duty pay via retirement system (KY CC.)

Actual compensation:

Under $24,000	35.29%
$25,000 - $49,000	17.65%
$50,000 - $99,999	47.06%

Retirement

● **Respondents reported retirement plans as follows:**

60% State Plan, Social Security and Deferred*
15% State Plan and Social Security
9% State Plan and Deferred*
6% State Plan only
4% Social Security, State Plan, Deferred* and other (i.e., Correctional Officer Retirement Plan).
6% Other combinations

*In many plans, deferred compensation is optional.

Period of Employment for Initial Vesting

	%1990	%1989	%1986
From date of employment	12.61	11.65	14.
From 1st to 3rd year	3.36	1.94	1.
From 4th to 7th year	35.29	34.95	34.
From 8th to 10th year	3.36	5.83	1.
After 10th year	41.18	42.72	51.
Other	4.20	2.91	6.

Period of Employment for Initial Eligibility

	%1990	%1989	%1986
From date of employment	61.16	62.16	61.1
Within first year	2.48	6.31	6.5
At first year	2.48	1.80	3.7
At 2nd to 4th year	1.65	1.80	3.7
At 5th to 9th year	7.44	7.21	6.5
At or after 10th year	19.01	15.32	11.1
Other	5.79	5.41	6.5

Formulas Used for Retirement Plans

	%1990	%1989	%1986
Highest 2 year average	2.52	2.98	2.8
Highest 3 year average	54.62	57.01	52.7
Highest 4 year average	5.88	5.61	1.9
Highest 5 year average	12.61	12.15	13.9
Final 3 year compensation	7.56	5.61	5.5
Final average pay	4.20	2.80	5.5
Other	12.61	17.75	16.8

● **Some other formulas used:**

Adult Departments

AL Highest 3 year average over last 10 years.
KY Highest 5 year average x 1.97 x years of service.
PA Total years service x 2% x final average salary.
TX Highest 3 year average plus 2% per year of service.
OK Highest 3 of final 5 years.

Juvenile Departments

AL Highest 3 year average plus formula based on years of service.
AZ 36 consecutive highest moths out of last 10 years.
CA Highest 12 month average.
GA 8 consecutive calendar quarters yielding highest average.
NM Average for last 3 years.
SC Highest 12 quarters.
OR Highest 3 year average plus years of service.
TX Highest 3 year average x 2% x number of years worked.

Combined Adult and Juvenile Departments

NE Based on option.
SD Average of last 3 quarters.
ND Average of highest consecutive salary in 5 of last 10 years of svc.

Pardons & Parole Boards (without services)

AR By salary and months of service.
FL Highest 5 years service x length of service.
NE Amount of employee/state contributions.

Probation/Parole/Aftercare Depts/Boards (providing services)

NE Joint retirement account, age, benefit option selected.
SC Average of highest 12 consecutive quarters of salary.

Retirement continued...

- **61 respondents reported the maximum percent of salary at which an employee retires ranging from 2% to 100% as follows:**

  5 answered 100%; 8 between 90 and 99%; 10 at 80%; 15 between 70 and 75%; 17 between 50 and 67%; the remainder below 48%; the average of all was 69%.

- **45 respondents reported that 58% of retirement salary is paid by the state.**

Percent of Retirement Paid by State

No. of responents	% of retirement wage
19	100
3	60-80
7	50-56
16	25 or less

Employees Able to "buy back" Service Time from Other Jurisdictions

	Within state			Out of state or federal		
	%1990	%1989	%1986	%1990	%1989	%1986
Yes	84.62	84.31	78.7	54.78	55.56	38.0
No	15.38	15.69	17.6	45.22	44.40	55.5

- **The average mandatory retirement age reported was 63 with an average service period of 18 years.**
- **55% of respondents reported a different retirement age or service period for correctional officers; the average age reported was 54, the average service period 19 years.**
- **51% reported differing retirement/program benefit plans for correctional officers as follows:**

Adult Departments

AK Police, Pub Safety, Fire, COs, POs—20 yrs; most others—30 yrs.
CA Earlier retirement at a higher percentage.
AZ Corr personnel after 25 yrs svc; COs at age 62 with 10 yrs.
BP Corr personnel have law enf retirement; non-corr—federal gov.
CA Earlier retirement age at higher percent.
CT Haz duty after 20 yrs, no age limit; others 25 yrs at age 55 or 60.
DC Retirement plan Social Security based.
FL Percent value per yr of svc, from 2-3% with 25 yrs of svc.
ID "Rule of 80" (when age + yrs svc = 80); others "Rule of 90."
KS Heart, lung disease considered job related after 5 yrs.
KY Haz duty retirement—5 yr avg salary x 2.49% x yrs of svc.
MA 20 yrs—50%; Group 4—max at age 55.
MD COs have own option for retirement plans available.
MI May retire at age 50 with 25 yrs of svc.
NH Age 45 with 20 yrs svc.
NM Higher percent paid by state.
NV Retire at 10 yrs or more at age 55; or 20 yrs at 50.
NY 25 yrs of uniform svc.
OR Police and firemen receive higher percent of retirement benefits.
RI 40% @ 20yrs svc; 2% each yr up to 30 yrs; 6% @ 30; 5% @ 32, etc.
TX After 20 yrs svc —10% more benefits.
WI Can retire at age 55; higher percent (19.5%).

Juvenile Departments

AZ 10 yrs credited svc; age 62 or 25 yrs svc.
CA Peace Ofcr, Fire - 2.5% @ age 55; Safety Ofcr—2% @ 55.
NM Juv Care Wkrs pay 4%, state— 21.5%; others 6%, state pays 14%.
NV Age 50 with 20 yrs.
OR Earlier retirement—higher percent credit per yrs of svc.
SC Full benefits @ 25 yrs svc, age 55, higher percent pd by employee/er
WI COs age 55; others 65.

Combined Adult & Juvenile Departments

HI 2.5% of the avg final compensation @ age 55 (min 10 yrs svc.)
IL Age 50 @ 25 yrs; age 55 @ 20 yrs (as of 1/1/91).
LA With 20 yrs svc.
ME Age 55 @ 20 yrs svc for hires prior to 9/84.
MN Higher employee and employer contributions.
SD Retire with full benefits at age 55.

Probation & Parole Boards (without services)

UT Higher percent of final avg salary; fewer yrs required.

Probation/Parole/Aftercare Depts/Boards (with services)

CT 25 yrs svc at age 50.
NJ Half pay after 25 yrs at age 55.

Section III

THE CORRECTIONAL OFFICER

Education, Training & Pay

Correctional officers representing each of five regions in Florida attended special ceremonies at the State Capitol in recognition of Correctional Officer's Week.

Courtesy: David Skipper, FL DOC

Correctional Officers

The Forgotten Battalion in the War Against Crime

Dear Mr. President,

I respectfully suggest that your latest escalation in the war against crime omitted two vital points. While correctional professionals join law-abiding citizens everywhere in supporting your plans, that omission sends a not so subtle message of disregard to the most important battalion in that fight—the correctional officer.

The correctional officer spends 24 hours a day elbow to elbow with those criminals once they are caught, convicted and sentenced to prison. They're not "guards," either. They are correctional officers who work around the clock to keep society safe from those criminals you spoke so eloquently about.

They suffer the constant threat of physical abuse and mental anguish far beyond any other level of law enforcement. They perform relentlessly in the most stressful of all assignments in the criminal justice system. They simultaneously work at providing the men and women in their custody the opportunity to leave prison better than when they entered, and they accomplish that goal with a remarkably high success rate.

Several thousand strong, those professional men and women work inside the nation's prisons with tremendous devotion and little recognition. They labor constantly under great risk at a thankless job, constantly neglected when other elements of the criminal justice are praised.

While your plan spelled out in detail the number of marshals, police and prosecutors you proposed, it failed to mention how many correctional officers you planned to hire. While you spelled out the one-time expenditure of $1 billion required to increase federal prison bed space by 77 percent, you failed to mention how much you were providing for the annual cost to staff those prisons.

There is no doubt that they will be hired, and the prisons will be managed efficiently, but that is the only area that is not only forever unmentioned in any plans for expansion, but whose very existence is never acknowledged. Because presidents, governors and legislators historically make the same omission, the public remains oblivious to their existence.

Those circumstances create a situation where those correctional professionals, left to their own resources, are forced to make the system work. Without them and their outstanding effort, the criminal justice system would flounder.

They will be there, as true professionals always are, but they will be there as an afterthought. Until they become the number one serious consideration at the top of the priority list, the understanding of what is required to solve the problems appears to be missing.

Public recognition of the vital role these corrections professionals play in the total law and order picture will touch the hearts and elicit renewed effort and loyalty from thousands of public servants.

I urge your consideration and public recognition of the existence of these correctional officers and the critical positions they fill.

It will also go a long way toward public understanding of the complex financial situation. Every time the expense of hiring law enforcement officers, building prisons, and hiring prosecutors is announced, the message should clearly include how many millions of dollars it costs to hire correctional officers to staff those prisons.

I urge your consideration and public recognition of, first, the existence of these correctional officers, and, second, the critical positions they fill.

Presidential recognition would have a tremendous effect on public understanding of that problem. Simply spell out in one presidential press conference the importance of the correctional officer, and the cost involved. That would do more to educate the public than the combined efforts of all of us who work in public education will do in an entire year.

Source: *Corrections Today*, December 1989

This letter, by John Hale, Alabama DOC Public Information Officer, was written to President Bush regarding his highly publicized anti-crime proposals.

Correctional Officers in Adult Systems

As of June 30, 1990

State	Total	ETHNIC GROUP								RANK						RATIO	
		White		Black		Hispanic		Other		Supervisory		Non-Supervisory		Training Level		1 CO per	Turnover
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	No. Inmates	Rate (%)
AL	2,343	946	105	896	382			13	1	261	44	1,407	318	187	126	8.00	7.20
AK	760	444	103	54	7	12	5	101	34	95	24	511	124	5	1	3.00	12.00
AZ	3,033	1,715	441	113	58	547	88	52	19	384	47	2,043	559	679	217	4.40	15.00
AR	1,384	644	96	550	92	1		1		306	10	849	174	41	4	5.00	25.00
CA	14,249	6,978	1,202	1,843	703	2,367	476	583	97	1,886	341	9,885	2,137			8.00	6.90
CO	1,411	941	169	50	8	154	35	47	7	574	76	604	140	14	3	4.46	6.40
CT	2,810	1,412	199	610	132	222	27	6	2	174	15	2,064	342	12	3	3.70	12.50
DE	870	470	60	263	60	5		12		201	13	534	104	15	3	4.50	7.00
FL	10,702	6,531	1,384	1,568	795	301	53	57	13	2,531	431	5,926	1,814	400	87	4.22[1]	14.93[1]
GA	5,166	2,698	448	1,549	420	28	3	17	3	481	40	3,611	834			4.50	20.00
HI	931	155	29	44	11	144	25	456	67	197	41	599	91	3		1.89	8.50
ID[1]	295	241	36	4		11		3		37	4	222	32			5.21	14.30
IL	6,466	4,846	596	681	202	96	17	23	5	1,053	83	4,593	737	149	23	4.00	8.50
IN	3,061	1,691	419	562	351	29	4	4	1	390	118	1,896	657			33.00	25.00
IA	1,148	926	136	38	13	22	1	9	3	156	18	840	135			3.40	12.00
KS	1,334	969	202	95	27	30	4	4	3	175	30	785	173	138	33	4.63	42.70
KY[1]	1,532	1,160	256	79	31	1		5		222	29	1,023	258			5.00[1]	
LA	4,042	1,711	532	1,352	440	5	2			495	52	2,567	921	6	1	3.48	36.00
ME	626	547	79							119	12	428	67			3.67[1]	4.00
MD	3,834	1,766	163	1,216	671	14		4		729	101	2,271	733	339*		4.00	18.00
MA	2,915	2,303	213	207	68	75	5	14								3.00	25.00
MI	8,128	5,391	965	820	644	103	15	151	36	1,120	307	5,345	1,354			3.00	8.50
MN	1,070	788	195	32	8	14	2	25	6	88	16	764	190	7	5	3.10	11.00[2]
MS	1,849	353	95	824	569	3		2	3	180	28	1,002	639			3.60	9.60
MO	2,782	2,227	400	106	30	11	1	7		414	54	1,937	377			5.20	15.00
MT	261[3]	30								38		221		2		4.23	16.00
NE	521	384	80	28	13	11	1	4		76	7	351	87			4.63	15.06
NV	959	694	117	62	13	32	11	28	2	93	8	560	86	163	49	5.80	17.80
NH	373	342	31							56	4	249	24	37	3	3.70	16.00
NJ	4,521	2,317	207	1,295	364	258	25	51	4	556	33	3,365[4]	567[4]			3.00	7.00
NM	1,136	275	39	30	4	673	77	28	10	290	31	625	88	91	11	2.56	20.00
NY	22,153	17,676	929	1,947	708	682	103	92	16	1,866	85	14,993	1,239	3,538	432	3.00	4.90
NC	5,809	3,598	162	1,733	221	15	2	71	7	843	40	4,574	352			3.15	10.79
ND	121	99	17					5		12	2	92	15			4.00	9.00
OH	4,699	2,881	970	492	288	23	13	19	13	416	85	2,999	1,199			8.00	14.00
OK	1,593	1,184	147	105	30	11	1	95	20	157	22	1,207	170	31	6	6.70	11.50
OR	908	664	126	22	10	33	7	36	10	109	12	646	141			6.59	9.03
PA	3,723	3,125	235	271	69	19	1	2	1	611	32	2,806	274			6.00	7.00
RI	956	785	69	52	15	25	3	5	2	50	4	812	84	5	1	2.50	6.50
SC	3,348	936	328	1,437	611			29	7	249	62	1,882	765	271	119	5.00	28.30
SD	261	198	58	1	1			2	1	27	19	174	41			5.40	17.50
TN	3,094	2,041	371	474	207			1		310	20	2,206	558			2.50	22.00
TX[5]	11,968	6,072	1,604	2,086	904	1,072	171	47	12	1,313	119	7,964	2,572			3.80	12.90
UT	727	494	173	29	4	16	5	5	1	51	14	377	93	116	76	4.47	8.50
VT	381							334[3]	47[3]	37		291	47	6		2.08	
VA[6]	4,736	2,285	301	1,642	479	19	5	5		546	48	3,405	737			3.10	16.00
WA	1,858	1,253	296	144	28	51	11	56	19	244	42	1,260	312			3.00	11.50
WV	423	378	40	4	1					30		348	39	4	2	3.00	20.00
WI	1,938	1,529	275	44	18	25	5	37	5	113	14	1,453	254	69	25	3.70	14.89
WY	239	141	39	1		47	8	3		29	7	159	40	4		8.00	14.00
Total	**159,247**	**97,204**	**15,137**	**25,455**	**9,710**	**7,207**	**1,215**	**2,551**	**477**	**20,377**	**2,625**	**104,570**	**22,655**	**5,947**	**1,175**	**4.70**	**14.46**
		112,341		**35,165**		**8,422**		**3,028**		**23,002**		**127,225**		**7,122**		**Avg**	**Avg**
FBP[1]	6,931	4,311	333	1,962	283	506	31	97	8	649	47	4,923	519	705	89	8.20	10.40
DC	3,085							2,243[3]	842[3]	126	14	1,837	690	280	138		

Notes:

* Combined male/female totals
1. Data as of 6/30/89
2. Includes early-age retirement (55)
3. Complete ethnic breakdown not available
4. May include some training level
5. Data represents institutional division only
6. Data as of 7/31/90

Female Correctional Officers Over Five Years

Year	Total Male/Female	No. of Females	Percent of Total	Percent Annual Growth
1986	110,258	15,739	14.27	
1987	114,247	16,917	14.81	7.48
1988	126,792	19,010	14.99	12.37
1989	141,429	22,860	16.16	20.25
1990	159,247	27,194	17.08	18.96

Correctional Officers/Starting Salaries Comparison

1985-1990

State	Number of Correctional Officers 6/30/85	5/30/88	6/30/90	% Change 85-90	Starting Salaries Entry-Level Correctional Officers 1/1/86	5/1/88	12/31/90	% Change 86-90
AL	1,801	2,052	2,343	30.09	14,274	15,350	16,500	15.59
AK	734	689	760	3.54	25,800	26,784	25,800	0.00
AZ	2,142	2,681	3,033	41.60	16,172	—	17,755	9.79
AR	986	1,061	1,384	40.37	13,416	13,832	15,054	12.21
CA	7,570	12,261	14,249	88.23	18,612	20,328	—	—
CO	965	1,006	1,411	46.22	21,576	20,004	21,576	0.00
CT	1,292	1,936	2,610	102.01	19,412	21,403	22,958	18.27
DE	790	820	870	10.13	14,428	16,211	17,702	22.69
FL	6,049	7,793	10,702	76.92	14,261	—	16,458	15.41
GA	3,124	3,485	5,166	65.36	13,392	16,320	17,220	28.58
HI	550	1,036	931	69.27	14,148	18,132	—	—
ID	230	278	295	28.26	15,075	16,620	18,262	21.14
IL	3,007	5,645	6,466	115.03	16,404	18,720	20,256	23.48
IN	2,051	2,158	3,061	49.24	13,910	14,482	16,484	—
IA	978	986	1,148	17.38	16,349	18,012	21,341	30.53
KS	865	1,065	1,334	54.22	15,024	16,427	17,172	14.30
KY	1,032	1,153	1,532	48.45	12,408	12,408	13,668	10.15
LA	3,160	3,078	4,042	27.91	11,664	13,227	13,776	18.11
ME	356	391	626	75.84	12,937	14,705	—	—
MD	2,999	3,583	3,834	27.84	16,120	19,150	20,772	28.86
MA	1,763	2,207	2,915	65.34	19,247	23,176	23,176	20.41
MI	2,753[1]	4,752	8,128	195.24	16,787	18,803	20,671	23.14
MN	852	852	1,070	25.59	16,120	20,379	22,467	39.37
MS	992	1,232	1,849	86.39	12,231	—	14,401	17.74
MO	1,427	2,239	2,782	94.95	14,400	15,936	17,520	21.67
MT	276	213	261	-5.43	13,203	13,427	14,547	10.18
NE	499	484	521	4.41	14,132	15,893	17,522	23.99
NV	780	911	959	22.95	16,000	17,577	—	—
NH	152	290	373	145.39	14,216	16,598	19,604	37.90
NJ	3,080	3,038	4,521	46.79	18,366	23,071	26,045	41.81
NM	862	1,050	1,136	31.79	13,488	14,374	14,879	10.31
NY	12,590	17,197	22,153	75.96	16,401	19,261	21,338	30.10
NC	3,979	4,754	5,809	45.99	14,568	16,968	18,197	24.91
ND	103	135	121	17.48	13,332	13,932	14,628	9.72
OH	2,552	3,507	4,699	84.13	14,539	—	19,490	34.05
OK	1,584	1,460	1,593	.57	14,145	—	15,545	9.9
OR	539	655	908	68.46	18,744	20,496	21,024	12.16
PA	1,789[1]	2,948	3,723	108.11	14,400	16,120	17,734	23.15
RI	470	616	956	103.40	16,858	20,334	23,307	38.25
SC	1,792	3,011	3,348	86.83	12,394	14,082	15,010	21.11
SD	196	241	261	33.16	12,064	12,700	13,520	12.07
TN	3,350[1]	2,735	3,094	-7.64	11,844	12,588	13,560	14.49
TX	7,545	9,935	11,968	58.62	14,544	14,400	15,576	7.10
UT	327[1]	442	727	122.32	15,556	15,952	—	—
VT	245	253	381	55.51	10,837	—	—	—
VA	4,089	4,141	4,736	15.82	13,403	15,168	16,135	20.38
WA	2,075	2,093	1,858	-10.46	17,544	19,308	19,788	12.79
WV	400	418	423	5.75	11,604	11,604	13,824	19.13
WI	1,301	1,691	1,938	48.96	15,744	16,198	17,931	13.89
WY	190	205	239	25.79	—	15,348	15,348	—
Total	**99,233**	**126,792**	**159,247**	Total % change 62.31				
FBP	4,463	5,362	6,931	55.30	—	17,542	16,973	—
DC	1,899	2,142	3,085	62.45	17,841	20,418	—	—

Notes:

— Data not available at time of publication

1. Data as of 6/30/84

Correctional Officers—Education & Training

● **77% of respondents celebrate National Correctional Officers' Week during the second week in May.**

One of the questions in our survey asked what the respondent's impression was of the prevalent public attitude towards the job of correctional officer.

On a scale of 1 to 9—1 being highly respected and 9, public mistrust—the results were as follows:

1	2	3	4	5	6	7	8	9	No opinion
5.26%	8.77%	17.54%	22.81%	33.33%	8.77%	3.51%	0	0	8.77%

● **89% of respondents reported a *minimum* age requirement for beginning correctional officers; the average *minimum* age reported was 19.**

● **8% of respondents reported a *maximum* age beyond which individuals are not considered for employment as correctional officers; the average *maximum* age reported was 55.**

Examination Process	%1991
Written exam	78.69
Psychological test	26.23
Interview/oral exam	23.33
MMPI	22.95
Psychological interview	18.03
MMPI and psychological interview	16.39
Medical exam	11.66
Physical ability	8.33
Background investigation	6.66
Inwald Personality Inventory	6.56
Drug screening	5.00
Fingerprint check	3.33
No test of any kind	3.28

Level of Education Required at Entrance Level	%1991
High School Diploma/G.E.D.	64.91
None	10.52
4 year degree-any major	8.77
Bachelor of Science	3.50
Bachelor of Arts or 4 yrs experience	1.75
Bachelor of Arts	1.75
Civil Service exam	1.75
Minimum one year of college	1.75
Other	3.54

Single responses for Examination Process:
Reference check; training experience; Polygraph (randomly).
The Idaho Department of Correction gives a video-based multiple choice exam.

● **State statutes mandate training in 63% of responding agencies.**

Length of Time in Preservice Academy Style Class

	%1991	%1989
1 week	1.85	1.92
2 weeks	3.70	5.77
3 weeks	20.37	17.31
4 weeks	18.51	17.31
5 - 9 weeks	50.00	44.23
10 - 16 weeks	5.55	3.85

Total Length of Time in Training Including Academy Style and OJT

	%1991	%1989
2 weeks	0	3.85
3 weeks	1.72	7.69
4 weeks	20.68	7.69
5 - 9 weeks	32.75	34.62
10 - 16 weeks	18.96	13.46
17 - 24 weeks	8.62	5.77
Over 24 weeks	17.24	21.15

Length of Time in Class and Training

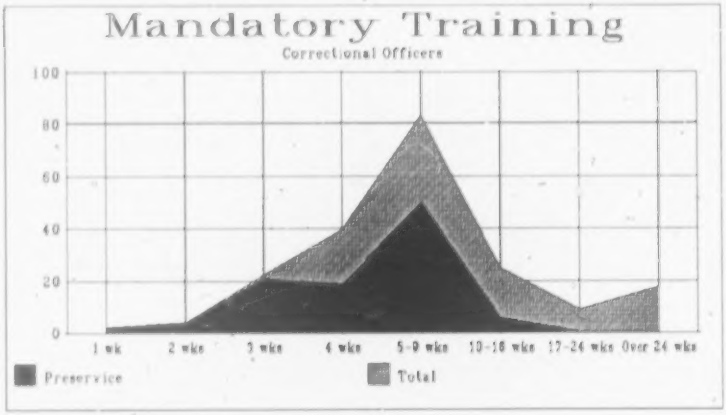
Adult Departments

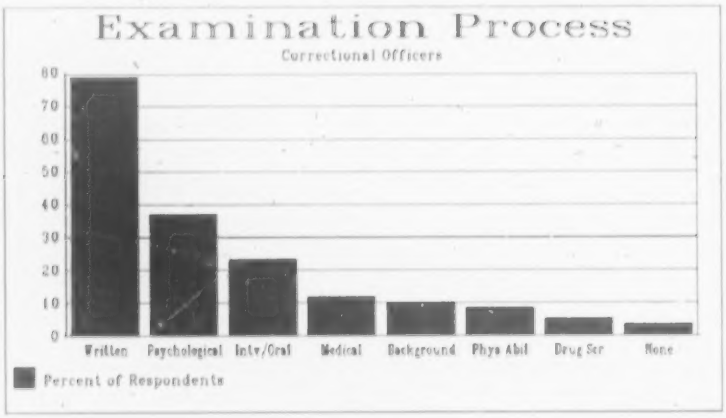
State	Preservice Academy Style Class Time (in weeks [1])	Total Training Incl Class Time & OJT (in weeks [1])
Alabama	5 - 9	5 - 9
Alaska	5 - 9	10 - 16
Arizona	5 - 9	over 24
Arkansas	5 - 9	5 - 9
California	5 - 9	over 24
Colorado	3	4
Connecticut	5 - 9	10 - 16
Delaware	5 - 9	5 - 9
District of Columbia	5 - 9	over 24
Florida	10 - 16	10 - 16
Georgia	4	5 - 9
Hawaii	5 - 9	over 24
Idaho	5 - 9	5 - 9
Illinois	5 - 9	17 - 24
Indiana	2	4
Iowa	4	17 - 24
Kansas	4	5 - 9
Kentucky	3	5 - 9
Louisiana	3	4
Maine	—	4
Maryland	5 - 9	10 - 16
Massachusetts	5 - 9	5 - 9
Michigan	10 - 16	10 - 16
Minnesota	3	5 - 9
Mississippi	5 - 9	5 - 9
Missouri	4	4
Montana	3	—
Nebraska	4	4
Nevada	3	over 24
New Hampshire	5 - 9	10 - 16
New Jersey	5 - 9	over 24
New Mexico	5 - 9	10 - 16
New York	5 - 9	10 - 16
North Carolina	5 - 9	17 - 24
North Dakota	2	over 24
Ohio	3	4
Oklahoma	5 - 9	5 - 9
Oregon	5 - 9	5 - 9
Pennsylvania	4	over 24
Rhode Island	5 - 9	5 - 9
South Carolina	4	5 - 9
South Dakota	4	4
Tennessee	3	4
Texas	3	5 - 9
Utah	5 - 9 [2]	5 - 9 [2]
Vermont	10 - 16	10 - 16
Virginia	5 - 9	10 - 16
Washington	4	5 - 9
West Virginia	3	4
Wisconsin	5 - 9	5 - 9
Wyoming	—	—
Bureau of Prisons	3	over 24

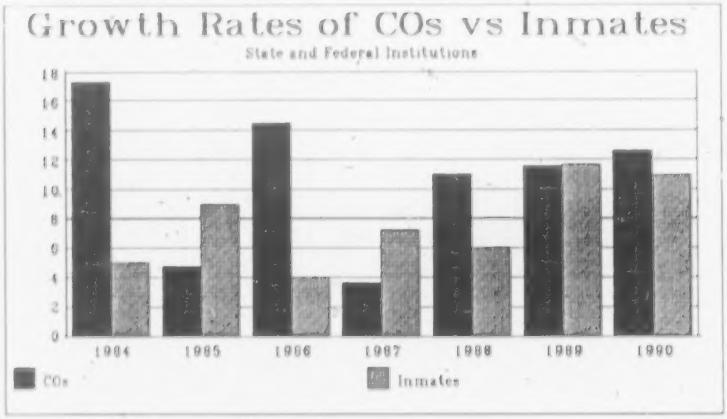
Notes:

— No response.

1. Weeks noted are ranges given as multiple choice.
2. As of March 1989.







Profile of a Good Juvenile Careworker

by Lloyd Mixdorf

The careworker's job is to be a role model, and it is important that the staff include a variety of positive personalities. All juvenile careworkers need to be decent, honest, moral, and trustworthy. They need to be drug-free and willing to submit to drug tests from time to time. Add to the list a little common sense and a genuine interest in the juveniles under their care, and you have a person with a great foundation for being a careworker. Let's take a look at some other desirable qualities.

Experience. While not the only desirable qualification, experience is hard to top. A juvenile careworker experienced in a good system is a valuable asset to the juveniles and to other staff members as well. The confidence that comes from having dealt with the day-to-day activities of detained juveniles, as well as their crises, can provide a calming influence on everyone. A good, experienced juvenile careworker is also the best on-the-job training tool for newer careworkers.

Counseling Skills. Counseling skills and role modeling must go hand-in-hand and are difficult for anyone to perfect. Many of the kids in our corrections system have been counseled so extensively that they know all the "right" answers and look upon it as a joke or a putdown. Careworkers who give too much advice and operate under the "Do as I say, not as I do" theory are seldom successful. The person whose behavior is consistent, and who sets a good example, encourages the juvenile to trust. Unsolicited advice is generally not productive. The careworker needs to be observant and listen. Only after a bond of trust is established, and the juvenile signals or asks for advice, will that advice have real meaning for the juvenile.

The careworker's job is to be a role model, and it is important that the staff include a variety of positive personalities.

Role Models. Role models come in a variety of different types, so it is important to have a diverse staff. Since juveniles have as many different interests as adults, the more diverse the staff, the more possibilities each juvenile will have to find someone with whom he or she may develop a trusting relationship. The critical issue for each juvenile careworker is stability. You cannot help a troubled youth if there is no stability in your own life.

It is important that careworkers be varied to meet the diverse needs of the juvenile population. Juveniles will want to form bonds with staff who are from their own social or cultural backgrounds and with workers who are from a wide range of ages.

Another important consideration is the presence of careworkers of the opposite sex. Many of the juveniles in the system have had negative experiences with adults of the opposite sex, so it is therapeutic to provide them with a positive model. Good male careworkers in a girls' facility allow young, possibly abused, girls to find there are men in the world worthy of respect and trust. Good female careworkers in a boys' facility can do the same. In both cases, the presence of an adult of the opposite sex often reduces tension and a difficult juvenile will frequently gain control faster after talking to an adult of the opposite sex.

Activity Skill. One critical attribute of a good juvenile careworker is the ability to be active with the youths for eight full hours while completing a variety of other tasks. A careworker who is isolated in an office, or who never gets up from a desk, cannot serve juveniles well. The activity should not be restricted to physical education or work detail. It can be anything and can even reflect the special interests of the careworker. Healthy, varied, staff-generated activities keep idleness to a minimum and allow the youths and the careworker to know each other better, fostering the development of trust and cooperation.

Writing Skills. A careworker must be able to describe activities and behavior in written form. The job requires written daily logs and special incidents or discipline reports, so the ability to record events succinctly and thoroughly is crucial.

In short, the juvenile careworker should be a caring, patient, experienced, honest stable, literate, healthy, and drug-free person with varied interests and common sense.

Source: *Corrections Today*, December 1989

Lloyd Mixdorf is juvenile project director, American Correctional Association, Laurel, Maryland.

Juvenile Careworkers—Education & Training

- **63% of respondents reported a *minimum* age requirement for beginning juvenile careworkers. The average *minimum* age reported was 19.**
- **4% of respondents reported a *maximum* age beyond which individuals are *not* considered for employment as juvenile careworkers. The average *maximum* age reported was 68.**

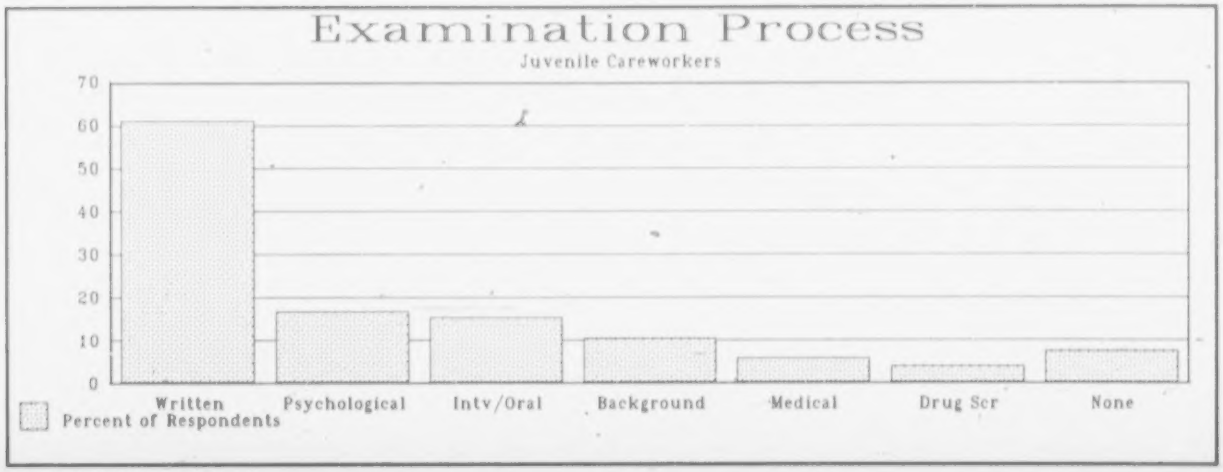
Examination Process	%1991
Written exam	61.11
Interview/oral exam	15.38
Psychological test	12.96
Background check	7.69
Medical exam	5.76
MMPI	5.76
Psychological interview	5.76
Fingerprint	3.84
Criminal record check	3.84
Drug screening	3.84
Inwald Personality Inventory	1.85
No test of any kind	7.41

Level of Education Required at the Entrance Level	%1991
High School Diploma/G.E.D	62.00
Bachelor of Science or related degree	12.00
None	12.00
Training (30 sem hrs) or experience (4yrs)	4.00
Training and experience	2.00
High school and some college	2.00
Other	35.19

- **State statutes mandate training in 37% of responding agencies.**

Length of Time in Preservice Academy Style Class	%1991
1 week	32.35
2 weeks	20.58
3 weeks	20.58
4 weeks	11.76
5 - 9 weeks	11.76

Total Length of Time in Training Including Academy Style and OJT	%1991
2 weeks	26.54
3 weeks	20.40
4 weeks	22.45
5 - 9 weeks	12.24
10 - 16 weeks	6.12
17 - 24 weeks	12.24



Section IV

PROBATION & PAROLE

State & County

A parolee checks in at the district office in Ft. Worth, Texas.

Probation and Parole
Vital Components

by Victoria C. Myers

In the last few years the response to crime has been to enact mandatory sentences and increase the length of sentences, consequently building more prisons and jails while expanding existing structures. At the same time, alternatives to incarceration have been sought because there will never be enough prison space if society continues incarcerating at the current rate. More offenders, many of them considered dangerous, are being placed on probation and parole. There is an emphasis on more control and surveillance as the public demands that communities be safe from crime.

With scarce resources and the never ending competition for funds between incarceration space and field services, funding for probation and parole seems always to take a backseat. At the same time, caseloads are increasing and necessary community resources are limited. Consequently, probation and parole personnel are required to be creative and innovative to achieve the goal of rehabilitating offenders while keeping communities safe.

For probation and parole to work, considering the type of offenders being supervised, it is imperative probation and parole officers be properly trained to deal with areas such as substance abuse, inappropriate sexual behavior, mental illness, aggression and violence, and training for the unemployed and uneducated. Officers must be trained to assess problem areas quickly so treatment can start immediately. Improving the quality of life of an offender through motivation and the officer's expertise either to provide the required treatment or make the appropriate referral to community resources can result in the offender becoming a law-abiding citizen.

Meanwhile, probation and parole agencies are taking on additional responsibilities. They are developing projects that involve offenders providing services to the community. Streets are being cleaned up, government buildings are being painted, and weeds are being removed as offenders use their skills to benefit the community. Policies have been designed to involve the victim in the total process, from the victim's statement at presentence to the right to be present at the parole hearing. Restitution programs have been developed to return financial losses to victims by offenders. Volunteer programs have been created not only to give the agency additional manpower but also to make the public aware that everyone has a responsibility in the rehabilitation process.

Another area that has become important for probation and parole is public relations. It is realized that in order for the public to accept and believe in the processes of probation and parole, they must understand them. The public needs to be informed that probation and parole decision making is based on professional guidelines; they must be told that supervision is a less restrictive environment than incarceration and that, when necessary, an offender can be placed in closer custody. Through appropriate training, probation and parole staff are learning the ins and outs of public relations and how to gain support from the community.

It is realized that in order for the public to accept and believe in the processes of probation and parole, they must understand them.

Probation and parole must be recognized as an integral part of the criminal justice system. We cannot continue the trend of locking up more offenders for long periods of time, other than those violent offenders who must be incarcerated for years for the safety of society. Electronic monitoring, house arrest, and intensive supervision are just some of the alternatives to incarceration being attempted. But for any of these programs to work, there must be adequate personnel and training.

Source: *Corrections Today*, December 1987

Victoria C. Myers is a member of the Missouri Board of Probation and Parole, Jefferson City, Missouri.

Providers of Probation/Parole/Aftercare Services

As of June 30, 1990

	NUMBER BOARD MEMBERS*	ADULT PAROLING AUTHORITIES	ADULT PAROLE SERVICES	ADULT PROBATION SERVICES	JUVENILE PAROLE/AFTERCARE SERVICES	JUVENILE PROBATION SERVICES
AL	3	Bd of Pardons & Paroles	Bd of Pardons & Paroles	Bd of Pardons & Paroles	Co Courts	Dept Youth Svcs ($ only) & Co Cts
AK	5 (PT)	Bd of Parole	Dept of Corrections	Dept of Corrections	No parole/aftercare	DHSS/Div Family & Youth Svcs
AZ	7	Bd of Pardons & Paroles	DOC/Cmty Svcs Div	State Courts	DJC/Parole Admin	State Courts
AR	7 (PT)[1]	Bd of Parole & Cmty Rehab	DOC/Div of Pardons & Paroles	Adult Prob Commission	DCFS/Courts	DCFS/Courts
CA	9	Bd of Prison Terms**	DOC/Parole & Cmty Svcs Div	Co Courts	DYA/Parole Svcs Branch	Co Courts
CO	7	Bd of Parole	DOC/Div of Cmty Svcs	Judicial Districts	DOI/Div of Youth Svcs	Judicial Districts
CT	11 (PT)[2]	Bd of Parole	DOC/Div of Parole**	Office of Adult Prob	Dept Children & Youth Svcs	Superior Court/Family Div
DE	5 (PT)[2]	Bd of Parole	DOC/Div of Cmty Corr	DOC/Div of Cmty Corr	DSCYF/Div Youth Rehab**	DSCYF/Div Youth Rehab**
DC	4	Bd of Parole	Bd of Parole	DC Superior Ct/Social Svcs Div	DHS/Youth Svcs Admin	DC Superior Ct/Social Svcs Div
FL	7	Prob & Parole Cmsn	DOC/Prob & Parole Svcs	DOC/Prob & Parole Svcs	DHRS/Children, Youth & Fam Svcs	DHRS/Children Youth & Fam Svcs
GA	5	Bd of Pardons & Parole	Bd of Pardons & Parole	DOC/Prob Div	DHR/Div of Youth Svcs & Co Courts	DHR/Div Youth Svcs & Co Courts
HI	3 (PT)[2]	Paroling Authority	Paroling Authority/Field Svcs	State Judiciary/Prob Ofc	DPS/Youth Corr Facility/Cmty Svcs Sect	State Judiciary/Family Courts
ID	5 (PT)	Cmsn for Pardons & Parole	DOC/Div Field & Cmty Svcs	DOC/Div Field & Cmty Svcs	Dept Health & Welfare	Dept Health & Welfare and Co Cts
IL	13	Prisoner Review Bd	DOC/Cmty Svcs Div**	Judicial Circuits	DOC/Juv Field Svcs**	Judicial Circuits
IN	5	Parole Bd	DOC/Parole Svcs Section	Judicial/County Courts	DOC/Parole Svcs Section	Judicial/County Courts
IA	5 (PT)[2]	Bd of Parole	DOC/Div Cmty Corr Svcs	DOC/Div Cmty Corr Svcs	DHS/Bur Adult, Children & Family Svcs	Judicial Districts
KS	5	Parole Bd	DOC/Parole Svcs**	Judicial Districts	DSRS/Youth Svcs	Judicial Districts
KY	7	Parole Bd	CC/Dept Cmty Svcs & Facilities	CC/Dept Cmty Svcs & Facilities	CHR/Div of Family Svcs	CHR/Div of Family Svcs
LA	5	Bd of Parole	DPSC/Div of Prob & Parole	DPSC/Div of Prob & Parole	DPSC/Div of Youth Svcs	DPSC/Div of Youth Svcs
ME	5 (PT)	Parole Bd [3]	DOC/Div of Prob & Parole	DOC/Div of Prob & Parole	DOC/Div of Prob & Parole	DOC/Div of Prob & Parole
MD	7	Parole Commission	DPSCS/Div of Parole & Prob	DPSCS/Div of Parole & Prob	Dept of Juv Svcs	Dept of Juv Svcs
MA	7	Parole Bd	Parole Bd	Office of Cmsnr of Prob/Courts	DYS/Bur of Cmty Svcs	Office of Cmsnr of Prob/Courts
MI	7	Parole Bd	DOC/Bur of Field Svcs	DOC/Bur Field Svcs & Dist Cts	DSS/Ofc Children & Yth Svcs/Co Cts	DSS/Ofc Children & Yth Svcs/Co Cts
MN	4 (PT)[4]	DOC/Office Adult Release**	DOC/Prob Par Supv Rel/ Co Cts or CCA	DOC/Prob Par Supv Rel/ Co Cts or CCA	DOC/Prob Par Supv Rel/ Co Cts or CCA	DOC/Prob Par Supv Rel/ Co Cts or CCA
MS	5 (PT)	Parole Bd	DOC/Cmty Svcs Div	DOC/Cmty Svcs Div	DHS/OYS/Cmty Svcs Div	DHS/OYS/Cmty Svcs Div
MO	5	Bd of Prob & Parole	DOC/Bd of Prob & Parole	DOC/Bd of Prob & Parole	DSS/Div Youth Svcs & Jud Circuits	Judicial Circuits
MT	3 (PT)	Bd of Pardons	DI/CD/Cmty Corr Bureau	DI/CD/Cmty Corr Bureau	Dept Family Svcs	Judicial Districts
NE	5	Bd of Parole**	DCS/Adult Parole Admin**	Neb Prob Admin	DCS/Juv Parole Admin**	Neb Prob Admin
NV	5	Bd of Parole Cmsnrs	Dept of Parole & Prob	Dept of Parole & Prob	DHR/YSD/Youth Parole Bureau	Districts Courts
NH	5 (PT)	Bd of Parole	DOC/Div of Field Svcs**	DOC/Div Field Svcs** & Dist Cts	DHHS/DCYS/Bur of Children	DHHS/DCYS/Bur of Children
NJ	9	Parole Bd**	Bureau of Parole**	The Judiciary/Prob Div	Bureau of Parole**	The Judiciary/Prob Div
NM	4	Adult Parole Bd	CD/Prob & Parole Div	CD/Prob & Parole Div	YA/Cmty Svcs Div/JPB	YA/Cmty Svcs Div
NY	19	Bd of Parole	Div of Parole	Div Prob & Corr Alt/Co Courts	Div for Youth/Div of Parole	Div Prob & Corr Alt/Co Courts
NC	5	Parole Commission	DOC/Div Adult Prob & Parole	DOC/Div Adult Prob & Parole	Admin Office of Courts/Juv Svcs Div	Admin Office of Courts/Juv Svcs Div
ND	3 (PT)	Parole Bd	DCR/Div of Parole & Prob	DCR/Div of Parole & Prob	DCR/Div of Juv Svcs	DCR/Div of Juv Svcs/Supr Cts
OH	9 [5]	DRC/Div of Parole & Cmty Svcs & Parole Bd	DRC/Div of Parole & Cmty Svcs	DRC/Div of Parole & Cmty Svcs & Co Courts	Dept of Youth Svcs	Co Courts
OK	5 (PT)	Pardon & Parole Bd	DOC/Div of Prob & Parole	DOC/Div of Prob & Parole	DHS/Div of Children & Yth Svcs	DHS/Div of Child & Yth Svcs, Co (3)
OR	5	Bd of Parole & Post Prison Supv	DOC/Cmty Svcs Br/Co Cts	DOC/Cmty Svcs Br/Co Cts	DHR/CSD/Ofc Juv Corr Svcs	Co Courts
PA	5	Bd of Prob & Parole** & Co Cts [6]	Bd of Prob & Parole** & Co Cts	Bd of Prob & Parole** & Co Cts	Co Courts (Prob & Aftercare)	Co Courts (Prob & Aftercare)
RI	6 (PT)	Parole Bd	DOC/Div of Field Svcs	DOC/Div of Field Svcs	DCTF/Div of Juv Corr Svcs	DCTF/Div of Juv Corr Svcs
SC	7 (PT)	Bd Prob, Parole & Pardon Svcs	Dept Prob, Parole & Pardon Svcs**	Dept Prob, Parole & Pardon Svcs**	Dept Youth Svcs/Cmty Div	Dept Youth Svcs/Cmty Div
SD	3 (PT)	Bd of Pardons & Paroles	BPParoles/Par Svcs	Unified Judicial Sys/Ct Svcs Dept	Unified Judicial Sys/Ct Svcs Dept	Unified Judicial Sys/Ct Svcs Dept
TN	7	Bd of Paroles	BP/Parole Field Svcs	DOC/Div of Prob**	DYD/Prob Div**	DYD/Prob Div**
TX	18	Bd of Pardons & Paroles	TDCJ/PPD/Parole Supv	Cmty Justice Assis Div/Dist Cts	TYC/Cmty Svcs Div/Ofc Par Supv	Co Courts
UT	5	Bd of Pardons	DOC/Field Operations Div	DOC/Field Operations Div	DHS/Div of Youth Corr	Juv Courts
VT	5 (PT)	Bd of Parole	AHS/Dept of Corrections	AHS/Dept of Corrections	AHS/DSRS [7]	DSRS/Div of Social Svcs
VA	5	Parole Bd	DOC/Div of Adult Cmty Corr	DOC/Div of Adult Cmty Corr	Dept Youth & Fam Svcs	Dept Youth & Fam Svcs
WA	5	Indeterminate Sent Review Bd	DOC/Div Cmty Svcs	DOC/Div Cmty Svcs & Co Cts	DSHS/Div of Juv Rehab	Co Courts
WV	3	Bd of Prob & Parole [8]	Div of Corrections	DOC & Judicial Circuits	DOC (Compact) and DHHR	DOC (Compact), DHHR & Jud Circuits
WI	4	Parole Commission	DOC/Div Prob & Parole	DOC/Div Prob & Par	DHHS/Div Yth Svcs/Co Soc Svcs Depts	Co Social Svcs Depts
WY	5 (PT)	Bd of Parole	Dept of Prob & Parole	Dept of Prob & Parole	Dept of Prob & Parole	Dept of Prob & Parole
US	9	Parole Commission**	Admin Ofc of US Courts	Admin Ofc of US Courts/Div of Prob		

Notes:

* All members serve full-time unless coded "PT."

** Accredited by Commission on Accreditation for Corrections.

1. AR – 3 full-time, 4 part-time.
2. Chairman serves full-time; members part-time.
3. ME – Parole Board hears pre-1976 cases of parole. Flat sentences with no parole under criminal code effective 5/1/76.
4. MN – Executive Officer & two Deputy Executive Officers (CCA Cmty Corr Act.)
5. OH – Plus 11 hearing officers.
6. PA – The Board of Probation and Parole administers adult services when sentence is over 2 yrs; county courts when sentence is 2 yrs or less.
7. VT – No functional juvenile parole system. Children in custody go into placement and eventually return to community under supervision of caseworker.
8. WV – Under state statute, parole is considered probation.

The following states have one or more independent county, municipal or city departments: CO,GA,IN,KS,KY,LA,MO,NE,NY,OK,TN,WY.

All Boards are independent except MD, MI, MN, OH, TX, WI.

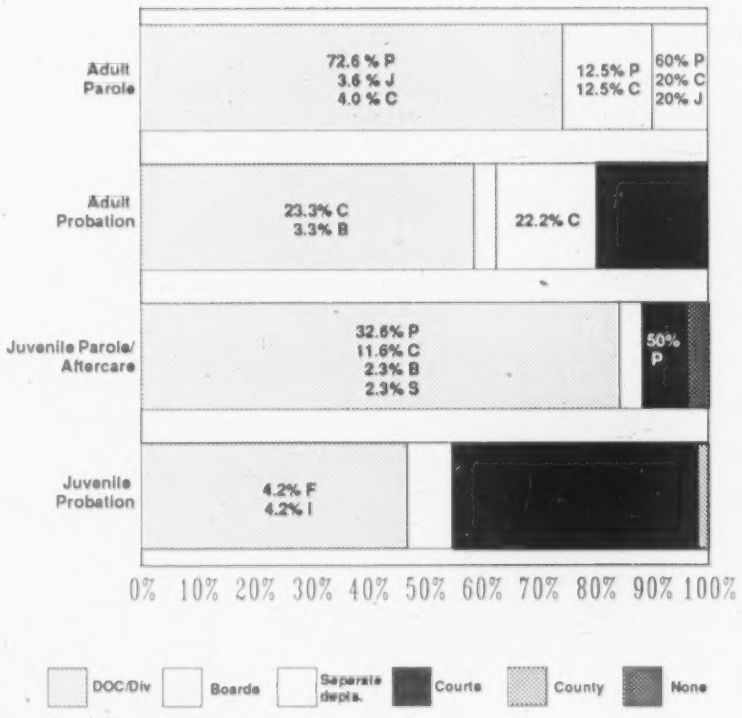
Number of Probation and Parole Officers/Agents

State and County Adult and Juvenile Systems

As of February 1989

State	Total Officers/ Agents	Parole Only	Probation Only	Parole & Probation
AL	291		68	177
AK	84			84
AZ	433	89	325	
AR	141		74	
CA	6,252	1,126	3,176	
CO	408	70	156	
CT	285	32	253	
DE	219	63	22	134
FL	2,617			2,617
GA	1,148	248	832	
HI	73	17	56	
ID	131		31	49
IL	1,607	118	884	
IN	800		332	
IA	412			358
KS	562	64	372	
KY	565			565
LA	370			364
ME	84			84
MD	925			925
MA	1,281	219	1,062	
MI	1,331	75	692	
MN	778			310
MS	179			179
MO	689	39	32	420
MT	103	7	27	39
NE	168	20	148	
NV	376	13	206	136
NH	52			52
NJ	1,395	263	1,132	
NM	257			167
NY	3,505	1,084	1,641	
NC	888			888
ND	30			30
OH	1,307	128	428	277
OK	525		40	485
OR	591	33	78	276
PA	1,331			814
RI	78	4	22	52
SC	480			480
SD	80	18	62	
TN	634	164	460	
TX	2,984	837	2,147	
UT	251	22	98	131
VT	211			211
VA	387			387
WA	599	29	102	352
WV	108		35	19
WI	2,589	19	130	468
WY	52		1	48
Total	**40,646**	**4,801**	**15,124**	**11,578**
US Cts	2,288	33[1]		2,255[2]
DC	264	36	228	

Service Providers in the 50 States & D.C.



P Also provide probation services
J Also provide parole services for juveniles
C Share responsibility with courts
B Share responsibility with boards
S Share responsibility with social service department for compact only
F Provide funds only
I Interstate compact only

Notes:

1. Hearing Examiners.
2. As of January 1989. Federal Pretrial Services Officers and Probation Officers serve the U.S. District Courts in 94 Judicial Districts throughout the U.S.

Counts for probation and parole officers are especially difficult to collect on the county level. State and county figures were provided through an ACA survey. Numbers were estimated for counties not responding to the survey.

Minimum Educational Requirements
Probation/Parole Officers, County/Court Level

As of February 1, 1989

Location	Responses/ Total Field	High School/GED	Assoc	BA	BA + Experience	MA	Other
AL	21/62		5%	81%	14%		
AZ	2/26			50%	50%		
AR	1/76	100%					
CA	26/59	12%		69%	8%		12%
CO	11/27			73%	27%		
DC	1/1				100%		
GA	1/20			100%			
HI	1/5					100%	
ID	6/30	17%	33%	33%	17%		
IL	30/83		3%	87%	7%		3%
IN	61/134	5%	2%	89%	5%		
IA	12/16		67%	33%			
KS	12/37			92%			8%
MI	49/194	4%		63%	23%		10%
MN	22/61			82%	9%		
MO	13/46		8%	85%	8%		
MT	12/20			33%	58%	8%	
NE	3/5			67%	33%		
NV	4/11	25%		75%			
NM	5/30			100%			
NY	26/57			42%	50%		8%
OH	51/133	31%	10%	47%	10%		2%
OK	3/5			100%			
OR	15/49	7%	13%	33%	33%	7%	7%
PA	48/95	2%		85%	10%		2%
TN	3/5			67%	33%		
UT	1/1			100%			
WA	28/62			39%	57%		4%
WV	12/36			100%			
WI	5/71			80%	20%		
WY	2/5			50%	50%		

Source: ACA *Probation and Parole Directory*.

Mandated Training
Probation/Parole Officers, County/Court Level

As of February 1, 1989

	Hours Required First Year				Hours Required After First Year				Use Line Staff as Trainers
Location	1-20	21-40	41-60	60+	1-20	21-40	41-60	60+	Percent
AL		44%		56%	7%	93%			24
AZ	17%	33%	17%	33%	67%	33%			83
CA		4%		96%		100%			47
CO	9%	91%				100%			91
DC		100%					100%		100
GA		50%		50%	100%				25
HI		100%							50
ID	100%				100%				36
IL		91%		6%	94%	6%			26
IN	50%	43%	5%	2%	71%	29%			46
IA				100%	100%				67
KS	50%	50%				32%			80
MI	5%	24%	14%	57%	20%	80%			38
MN	7%	93%			17%	83%			50
MO	25%	38%		38%	40%	60%			70
MT	86%	14%			88%	13%			55
NE		33%	33%	33%	100%				100
NV				100%		67%		33%	100
NM		50%		50%	0%				75
NY	4%	4%		92%	8%	92%			69
OH	6%	56%	13%	25%	22%	78%			50
OK		100%				100%			75
OR		33%		67%		80%		20%	64
PA	20%	45%	20%	14%	32%	68%			60
TN						60%			40
TX	—					100%			—
UT				100%					—
WA		36%		64%	25%	69%	6%		54
WV	38%	63%			25%	75%			55
WI		75%	25%		50%	50%			50
WY				100%			100%		0

Notes:

Percentages reflect responses of total number answering question.
— No response made to question.

Source: ACA *Probation and Parole Directory*.

Number of Adults on Probation

January 1989—December 1989

State	Probation Pop 1/1/89	1989 Entries	1989 Exits	Probation Pop 12/31/89	Percent Change	Rate of Probation*
AL	25,301	12,405	11,231	26,475	4.6	880
AK	2,994	1,755	1,414	3,335	11.4	921
AZ	25,446	11,490	9,286	27,650	8.7	1,074
AR	15,931	5,875	4,234	17,572	10.3	1,001
CA	265,580	163,575	144,137	285,018	7.3	1,335
CO	23,230	21,877	18,729	26,378	13.6	1,075
CT	46,086	27,839	31,083	42,842	-7.0	1,728
DE	9,576	3,959	3,834	9,701	1.3	1,925
DC	11,296	8,942	9,887	10,351	-8.4	2,226
FL	165,475	241,462	214,442	192,495	16.3	1,964
GA	121,559	69,142	65,260	125,441	3.2	2,704
HI	10,704	5,892	5,219	11,377	6.3	1,379
ID	3,587	1,976	1,538	4,025	12.2	567
IL	90,736	58,023	54,815	93,944	3.5	1,083
IN	60,184	57,362	55,685	61,861	2.8	1,497
IA	13,099	12,180	11,557	13,722	4.8	644
KS	19,580	12,507	9,562	22,525	15.0	1,215
KY	7,398	4,142	3,478	8,062	9.0	292
LA	31,218	12,828	11,751	32,295	3.5	1,039
ME	6,059	4,792	4,000	6,851	13.1	747
MD	78,619	50,145	44,308	84,456	7.4	2,390
MA	92,353	47,026	50,850	88,529	-4.1	1,935
MI	115,132	92,400	86,096	121,436	5.5	1,778
MN	56,901	48,079	46,332	58,648	3.1	1,819
MS	6,854	3,142	2,663	7,333	7.0	396
MO	42,728	27,322	24,799	45,251	5.9	1,174
MT	3,275	1,528	1,344	3,459	5.6	588
NE	11,411	15,369	14,153	12,627	10.7	1,064
NV	7,032	3,411	3,119	7,324	4.2	879
NH	2,948	2,552	2,509	2,991	1.5	361
NJ	57,903	31,891	23,041	66,753	15.3	1,131
NM	5,312	4,508	4,160	5,660	6.6	527
NY	125,256	41,953	38,502	128,707	2.8	946
NC	67,164	37,972	32,811	72,325	7.7	1,467
ND	1,504	558	410	1,652	9.8	343
OH	70,088	53,111	44,976	78,223	11.6	967
OK	23,341	11,605	10,706	24,240	3.9	1,022
OR	27,320	12,018	7,460	31,878	16.7	1,502
PA	92,296	47,761	50,566	89,491	-3.0	973
RI	9,824	8,467	6,060	12,231	24.5	1,595
SC	26,260	15,543	12,151	29,652	12.9	1,159
SD	2,585	4,277	4,146	2,716	5.1	523
TN	28,282	24,821	22,197	30,906	9.3	839
TX	288,906	143,515	141,265	291,156	.8	2,419
UT	5,595	3,615	3,686	5,524	-1.3	513
VT	5,966	3,186	3,753	5,399	-9.5	1,270
VA	17,945	10,470	9,330	19,085	6.4	414
WA	64,257	44,730	34,733	74,254	15.6	2,095
WV	4,811	2,450	2,298	4,963	3.2	356
WI	26,305	14,252	10,397	30,160	14.7	835
WY	2,186	1,598	1,400	2,384	9.1	703
Total	**2,325,398**	**1,547,298**	**1,411,363**	**2,461,333**	**5.8**	**1,337**
Fed	61,029	19,858	21,741	59,146	-3.1	32

Notes:
AL, AR, DE, IN, ME, NJ, OR, TX , and WY estimated numbers in one or more categories.
*Number on probation as of 12/31/89 per 100,000 adult residents.
Source: *BJS Probation and Parole 1989*, November 1990

Probation. A court-ordered disposition alternative through which an adjudicated offender is placed under the control, supervision and care of a probation field staff member in lieu of imprisonment, as long as the probationer meets certain standards of conduct.

The total number of adults under some form of correctional supervision, including those in local jails, state and federal prisons, reached over 4 million at the end of 1989.

An estimated 1 out of every 46 adults in the United States was under some form of correctional supervision on any given day in that year. One in every 25 men and 1 in every 173 women were being supervised.

State and federal agencies reported that over 2.5 million offenders were on probation and 456,797 were on parole—an estimated 1.62% of all adults in the United States.

Number of Adults on Parole

January 1989—December 1989

State	Parole Pop 1/1/89	1989 Entries	1989 Exits	Parole Pop 12/31/89	Percent Change	Rate of Parole[1]
AL	4,701	2,516	1,461	5,756	22.4	191
AK	489	555	511	533	9.0	147
AZ	1,669	3,622	3,243	2,048	22.7	80
AR	3,840	2,061	2,401	3,500	-8.9	199
CA	49,364	84,111	75,967	57,508	16.5	269
CO	1,743	1,571	1,515	1,799	3.2	73
CT	371	101	150	322	-13.2	13
DE	1,093	424	504	1,013	-7.3	201
DC	3,949	2,995	2,029	4,915	24.5	1,057
FL	2,562	918	1,162	2,318	-9.5	24
GA	11,308	15,386	9,257	17,437	54.2	376
HI	1,108	625	446	1,287	16.2	156
ID	247	227	236	238	-3.6	34
IL	14,369	12,096	11,915	14,550	1.3	168
IN	3,411	1,305	1,260	3,456	1.3	84
IA	1,945	1,392	1,437	1,900	-2.3	89
KS	3,497	3,137	1,841	4,793	37.1	259
KY	3,443	1,759	2,069	3,133	-9.0	114
LA	7,387	5,493	3,703	9,177	24.2	295
ME[2]						
MD	9,225	5,862	5,225	9,862	6.9	279
MA	4,333	5,124	4,769	4,688	8.2	102
MI	7,677	7,549	5,336	9,890	28.8	145
MN	1,639	1,912	1,852	1,699	3.7	53
MS	3,177	1,641	1,469	3,349	5.4	181
MO	7,207	4,228	3,797	7,638	6.0	198
MT	671	370	289	752	12.1	128
NE	447	679	636	490	9.6	41
NV	2,100	1,375	1,058	2,417	15.1	290
NH	461	259	243	477	3.5	58
NJ	18,463	11,202	9,603	20,062	8.7	340
NM	1,230	1,038	1,117	1,151	-6.4	107
NY	33,962	18,841	16,118	36,685	8.0	270
NC	6,191	8,242	6,874	7,559	22.1	153
ND	134	198	193	139	3.7	29
OH	5,991	4,851	4,378	6,464	7.9	80
OK	1,455	1,195	657	1,993	37.0	84
OR	3,790	3,864	1,860	5,794	52.9	273
PA	46,466	20,802	19,566	47,702	2.7	519
RI	442	345	396	391	-11.5	51
SC	3,626	1,039	1,035	3,630	.1	142
SD	617	435	542	510	-17.3	98
TN	9,529	4,876	3,705	10,700	12.3	290
TX	77,827	36,287	22,820	91,294	17.3	758
UT	1,218	848	789	1,277	4.8	119
VT	182	133	95	220	20.9	52
VA	6,576	7,184	6,368	7,392	12.4	160
WA	10,745	643	1,556	9,832	-8.5	277
WV	807	519	383	943	16.9	68
WI	4,128	2,655	2,391	4,392	6.4	122
WY	333	196	219	310	-6.9	91
Total	**387,145**	**294,686**	**246,446**	**435,385**	**12.5**	**236**
Fed	20,451	10,910	9,949	21,412	4.7	12

Notes:
1. Number on parole as of 12/31/89 per 100,000 adult residents.
2. Maine discontinued parole in 1976.
AL, CO, DE, IL, KY, LA, NM, OK, SD, TX, WA, WV and WY estimated numbers in one or more categories.
Source: BJS Probation and Parole 1989, November 1990.

Parole. A method of prisoner release based on individual response and progress within the correctional institution, providing the necessary controls and guidance while the remainder of the sentence is served in the free community.

More than 80% of those released from prison receive supervision in the community. Prisoners enter parole supervision either by discretionary parole board decision or by fulfilling the conditions for mandatory release.

In most jurisdictions prisoners must serve some fraction of the minimum or maximum sentence before becoming eligible for parole.

Unconditional prison releases are those in which the offender's obligation to serve a sentence has been fully satisfied. Expiration of term, for example, refers to a release from prison after full service of a sentence or after reductions for earned credits. No further conditional supervison in the community is required.

Of state prisoners released in 1983, 62.5% were rearrested, 46.8% were reconvicted* and 41.4% were reincarcerated* within three years.

*Percentages exclude Ohio.

Section V

STATISTICS

Populations, Court Order, Recidivism & Death Penalty

Year	Prison Population	U.S. Population	Rate of Incarceration
1840	4,000	17,000,000	23.53
1850	7,000	23,000,000	30.44
1860	19,000	31,000,000	61.29
1870	33,000	40,000,000	82.50
1890	45,000	63,000,000	71.43
1900	57,000	76,000,000	75.00
1910	66,000	92,228,531	71.56
1920	76,000	106,021,568	71.68
1930	130,000	123,202,660	105.52
1940	166,000	132,165,129	125.60
1950	161,000	151,325,798	106.39
1960	210,000	179,323,175	117.11
1970	195,000	203,211,926	95.96
1980	320,613	226,504,825	141.55
1985	489,371	238,816,000	204.92
1986	509,015	241,625,000	210.66
1987	545,632	243,178,704	224.38
1988	578,322	245,602,000	235.47
1989	645,609	248,777,000	259.51
1990	716,172	250,630,000	285.74
1991	**780,200**	**252,502,000**	**308.99**
1992	**849,900**	**254,521,000**	**333.92**
1993	**925,900**	**256,466,000**	**361.02**
1994	**1,008,700**	**258,338,000**	**390.46**

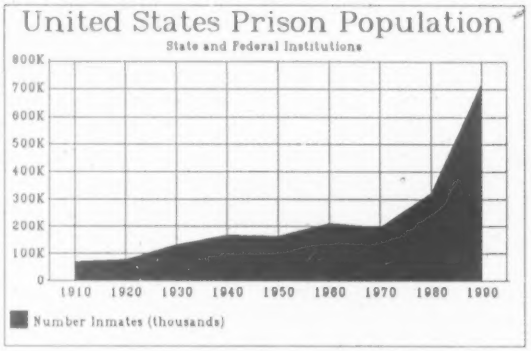
The 1991-1994 projected prison population figures (light shaded area) assume an annual increase rate of 8.94 percent (the average annual increase over the period 1986-1990). The annual rate of increase from 1989 to 1990 was 10.93 percent. The U.S. population projections for 1991-1994 were calculated by the Census Bureau.

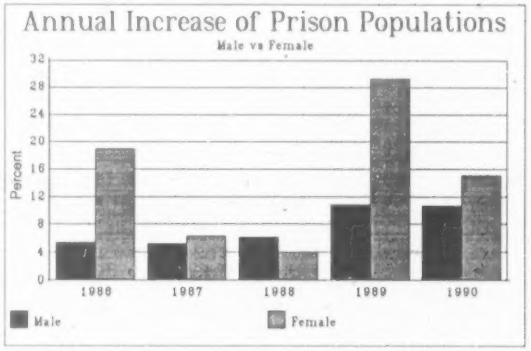
The superimposed graph represents the prison incarceration rate per 100 U.S. population from 1840 to mid-year 1990 in addition to projections through the year 1994.

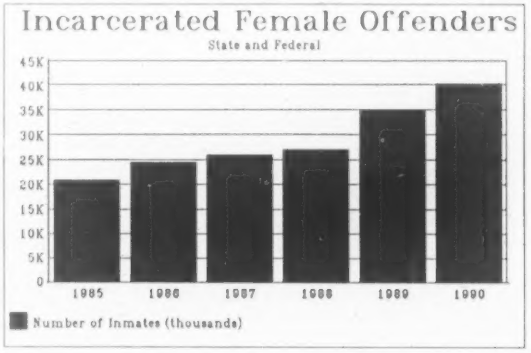
Adult Inmate Population in Institutions

As of June 30, 1990

State	Total	White		Black		Hispanic		All Others	
		Male	Female	Male	Female	Male	Female	Male	Female
AL	14,734	5,230	342	8,572	569			21	
AK	2,436	1,239	59	251	19	64	1	762	41
AZ	13,699	6,596	424	2,145	148	3,619	171	561	35
AR	6,455	2,910	142	3,241	140	12	2	6	2
CA	93,810	25,970	2,189	31,670	2,324	25,759	1,436	4,036	426
CO	6,581	2,934	187	1,435	138	1,616	75	185	11
CT	9,589	2,475	187	4,359	285	2,139	123	21	
DE	3,479	1,462	69	1,794	84	66	4		
FL	45,567	16,554	1,161	22,573	1,580	2,928	81	690	
GA	21,564	6,816	401	13,335	764	199	7	40	2
HI	2,341	490	61	146	8	113	5	1,456	62
ID[1]	1,440	1,143	65	19	1	139	5	61	7
IL	27,295	7,726	402	15,735	727	2,382	51	261	11
IN	12,782	7,242	431	4,630	236	194	22	25	2
IA	4,165	2,922	161	864	47	72	4	89	6
KS	5,677	3,231	172	1,766	113	281	4	106	4
KY	6,792	4,408	175	2,095	112			2	
LA	13,881	3,720	222	9,508	416			15	
ME	1,604	1,526	51	15		3		9	
MD	17,048[2]	4,020	201	12,203	583			40	1
MA	8,171[3]	3,919	290	2,120	130	1,401	132	51	1
MI	30,368	11,685	486	16,677	855	390	26	235	12
MN	3,182	1,820	79	863	62	81	4	257	16
MS	8,222[4]	2,228	132	5,508	292	28	1	18	2
MO	15,106[5]	7,687	435	6,590	357	138	5	34	3
MT	1,355	993	55	21	1	31	1	239	14
NE	2,413	1,325	80	727	68	104	4	90	15
NV	5,604	2,917	242	1,671	160	357	13	228	16
NH	1,289	1,156	39	46	1	41	3	3	
NJ	16,415	3,444	180	9,476	409	2,551	128	195	32
NM	3,103	875	65	282	16	1,607	87	161	10
NY	54,648	8,806	383	26,138	1,316	16,663	993	326	23
NC	18,317[2]	6,424	371	10,350	549			590	33
ND	556	370	32	8	1	11	1	123	10
OH	31,862[2]	14,434	782	15,365	1,281				
OK	10,196[6]	5,445	445	3,101	333	42	2	789	45
OR	6,216[6]	4,510	245	806	61	413	4	155	22
PA	21,229	8,463	415	11,056	540	645	53	56	1
RI	2,308	1,220	116	559	74	298	25	15	1
SC	14,995	4,891	269	9,203	577	33	1	21	
SD	1,338	915	59	42	2			294[7]	26[7]
TN	8,187[2]	4,087	224	3,466	125			272	13
TX	48,078	13,920	839	21,463	1,070	10,028	269	482	7
UT	2,515	1,661	68	211	14	379	19	152	11
VT	796	770	26						
VA	14,723	5,029	230	9,015	370	57		20	2
WA	7,477	4,594	247	1,465	82	845	20	208	16
WV	1,544	1,245	68	212	11	5		3	
WI	7,123	3,607	171	2,603	141	388	10	197	6
WY	1,270	924	67	64	6	131	8	67	3
Total	**659,545**	**237,978**	**14,242**	**295,464**	**17,198**	**76,115**	**3,797**	**13,661**	**950**
FBP	56,627	21,056	1,355	16,797	1,588	13,524	966	1,272	69
DC	9,725	124	29	7,605	591	10		100	4







Notes:

1. Data as of 6/30/89
2. Hispanics included in all categories
3. Includes 127 combined male/female count
4. Includes 13 combined male/female count
5. Includes 2,679 inmates in community centers
6. Includes 90 inmates housed in rental beds
7. Native Americans

Adult Inmate Population by Security and Age

As of June 30, 1990

State	SECURITY																AGE									
	Maximum		Close		Medium		Minimum		Trusty		Unclassified		Protective Custody		Other		Under Age 16		Ages 16 to 18		Age 18		Ages 55 to 75		Over Age 75	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M/F	
AL	158	1	188	1	7,305*		3,058*		166*		1,011*				2,846*											
AK	78	4	868	21	750	38	433	37			81	4			109	13					18		76	3	4/	
AZ	1,168*		3,344*		4,982*		3,935*								270		1		18		87	1	387	21	8/1	
AR	1,560	138			2,815	90	1,796	56									8		159	3	177	4	138	11	10/	
CA	11,825				56,308	5,702	19,187	673					115						13	1	232	3	1,534	79	39/1	
CO	521	16	489	37	2,973	151	2,178	206			9	1							10		19	1	149	5	1/	
CT	5		2,958	98	2,507	174	2,116	210	722	13	661	125	254[1]	1[1]			1		317	5	356	28	112	4	1/	
DE	50		395	80	1,363	39	394	37			589	60	36													
FL			16,485	1,486	10,622	584	12,073	532									201	2	582	12	888	18	891	43	14/	
GA	784	4	4,880	128	6,745	346	4,034	348	683	15	3,264	333							3		122	5	546	34	44/2	
HI	143	3			1,252	62	656	36		21	88	11	3	1	53	2			10		22	3	12	0		
ID[2]			227	22	707	23	360	14				2			66	19										
IL	4,032	135			9,521	321	11,727	612							824	123			75		458	10	489	22	10/	
IN	3,747	416			8,110	237	234	38																		
IA	548	22			2,598	30	801	166											12*				46[3]			
KS	914	19			1,746	43	2,037	203			273	22	102	1	312	5			19		52	2	145	3	4/	
KY	185	1	1,026	25	2,862	121	2,432	140											2		22	1	243	7	5/	
LA	5,179				6,099		2,006	548					49										569[4]			
ME	280	9	16	1	450	15	528	21			124				155	5										
MD	2,868	139			9,141	248	2,948	365							1,306	33							303	8	11/	
MA	688				4,780	437	1,708	96							430	32			17		43	3	202	7	1/	
MI	1,520		3,300	191	14,915	910	6,655	187					640	23	1,938	66	1		132	2	443	13	692	22	18/	
MN	370		2,091		368		192	161[1]											4		25		75	8	5/	
MS	1,269*				4,296*		2,260*				397*						1		38		71	3	202	14	6/	
MO	2,768	59	3,194	45	2,557	152	3,924	346	1,868	193			1,020				4		122		329	9	293	10	3/	
MT	67	3	331	11	374	33	512	24											1	1	24	1	46	2	3/	
NE	898	42			547	33	522	61					96	2	279	31	1		21	1	45		58	2	2/	
NV	173	2	654	43	2,698	140	1,146	108	44	99	458	39							12		11	3	208	12	11/	
NH	121		118	2	599	24	108	12	66	5	136		98								2		47	1	1/	
NJ	4,352				7,810		3,270	749					234										154[5]			
NM	137	4	149	7	1,465	95	405	77			196	7	117		445						3		79			
NY	19,667	860			26,066	1,497	6,200	358											23	4	796	12	876	31	18/	
NC	186	2	1,786	51	7,200	363	8,023	508					92[1]	2[1]	169	29	8		309	9	412	21	457	16	9/	
ND	3		123	5	107	17	238	20			21	2	2								13	2	12	2		
OH	1,967	60	6,556	136	12,664	710	8,612	1,157											35		212	5	809	42	29/4	
OK	1,041	99			3,729	139	3,644	488							957	100			45	3	134	4	293	12	9/1	
OR	125	6	669	17	2,702	115	1,630	123			758	71							2	1	24	2	150	4	3/	
PA	8,519				9,928	963	1,343										1		24		63	2	644	31	12/1	
RI	756				399	94	326	34			420	47			37	10			5		25		37[6]	2	1/	
SC	792	1	1,014	32	5,910	259	4,467	379	1,051	127			107		807	49			88	5	267	5	318	19	13/1	
SD	540		17		388	83	238	3					52		16	1										
TN	206	2	779	10	4,529[6]	213[6]	909	95	826	43	285		209	2	78	1			7		19		248	12	8/	
TX	2,987	65	2,114	114	1,995	119	28,710	1,428	3,906	198	1,111	14	1,923		3,147	247			47	3	416	5	1,107	37	32/	
UT	514	8			1,234	71	262	25			217	3							1		9		79	3		
VT			45		449	12	226	23							38	3			3		13		22			
VA	4,629	54			7,207	384	1,991	145			297	16							73		104	3	336	13	4/	
WA	96	1	950	22	2,000	94	3,760	225			306	23							18	1	441	26				
WV	117	3			573	31	883	45			92										3		62	3	7/	
WI	2,267	74			2,436	70	1,826	136			278	36							19	1	83		130	7	39/	
WY	291	11			276	51	203	10	117	12					42				12		18	2	30		1/	
Total	91,111	2,263	54,768	2,585	269,057	15,333	166,928	11,265	9,449	726	12,341	848	4,823	30	13,289	737	227	2	2,223	53	6,838	220	13,014	539	382/11	
	93,374		57,351		284,390		178,191		10,175		13,189		4,853		14,026		229		2,276		7,058		13,553		393	
FBP	4,906				19,598	95	18,278	1,670			9,867	2,213									38	2	2,790	110	69/	
DC	506		2,244	451	4,348		743	173											100*				36[3]			

Notes:
* Combined male/female total
1. Included in other categories
2. Data as of 6/30/89
3. Includes ages 61-80
4. Includes ages 55 and over
5. Includes ages 60 and over
6. Includes some minimum restrictive

Other: AL, AK, AZ, ME, NE, OK, Community treatment/release centers; AL, Quarantine; IL, Pending; MI, KS, VT, Administrative and/or disciplinary segregation; MD, Prerelease; MI, Medical/Psychiatric (703), Administrative Segregation (1,301); NM, Minimum restrictive (excluded from release programs); NC, Safekeeping and presentence diagnostic; RI, House arrest; SC, Restricted; semi-trusty; intake; SD, Psychiatric, out to court; TN, Death Row; TX, Death Row, intellectually impaired medical, mental health, boot camp, transient.

● **Computing only those states who reported totals for two consecutive years, the number of state inmates aged 55 and above rose 10% over the previous year to 15,757 or 2.38% of the total inmate population. The number of older federal inmates increased by 15% to a new total of 3,403.**

Movement Of Prisoners In Adult Systems

As of June 30, 1990

	ADMISSIONS			ESCAPES	RELEASES				DEATHS				
State	Court Cmtd	Parole Violator	Other	Escaped/ Returned[1]	Cond	Uncond	Court Order	Other	Ntrl Causes M/F	AIDS M/F	Murder M/F	Suicide M/F	Accdt/ Other Totals
AL	5,668		2,160	85/	2,893	1,546		1,722	29/2		1/	1/	3/
AK	5,161	75	26,720	3/20	1,388	4,364	5,463	13,295	1/	1/		1/	1/
AZ	7,003	898	233	78/26	6,011	490	41	279	9/1	4/	2/	6/	1/
AR	2,668	989	6	16/16	1,909	550	29	560	11/	1/	1/		
CA	54,955	42,286	13,221	1,181/643	82,122	4,088		12,728	81/5	35/2	6/	15/1	4/3
CO	2,820	365	2	335/—	1,917	394	180	10	6/1	2/	2/	1/	/1
CT	35,968	69	7,472	1,239/1,239	14,773	6,010	4,604	18,464	5/	7/1	3/		2/54
DE	3,496	36	7,717	2/2	268	1,678	535	14,346	7/	1/		1/	
FL	42,976	309	8,292	1,146/1,146	19,307	20,880			82/3[2]		3/	3/	2/
GA	11,267	469	8,071	79/84	14,524	3,253	103		45/1	9/		4/	
HI	1,912	238	4,237	13/—	882	2,094	422	2,861			1/1	3/	
ID[3]	743	109	175	8/7	274	198	435	95	2/		1/	1/	
IL	14,176	2,733		127/120	10,785	1,216	7	8	29/	4/2	6/	7/	1/3
IN	4,899	—		65/59	4,121	161	—		6/1			1/	
IA	2,095	620	288	220/190	2,134	315	209	2	7/			1/	1/
KS	2,840	954	109	37/30	3,474	99	817	31	7/1		1/	2/	
KY	3,325	975	279	75/86	1,760	1,153	80	521	13/				
LA	6,161	757	47	91/—	932	4,272	75	1,335	42/1[4]				
ME	718	210		/9	310	225			7/		1/		
MD	9,284	1,465	22	88/93	7,431	238	743	14	25[4]				
MA	3,832	1,152	564	134/137	2,210	1,937	91	1,045	15[4]				
MI[5]	10,869	1,504	84	1,252/580	7,194	579	29	96	65/3[4]				
MN	1,983	376	461	19/20	1,554	167		548	6/			2/	
MS	7,606	103	1,144	58/66	2,824	1,146	69		19/[4]		3/[4]	3/[4]	
MO	5,180	1,290	853	439/523	3,813	525	12	1,747	10/		1/	4/	1/
MT	368	72	162	19/20	405	76	2	94	2/			1/	
NE	1,298	219	108	25/21	585	612		128	6/			1/	
NV	2,558	573	268	43/42	1,487	1,331	7	263	12/		1/	1/	2/
NH	478	129	150	17/13	255	93	51	146	4/		1/		
NJ[5]	6,933	1,934	734	141/95	5,816	1,038	104	235	32/	39/1	1/	1/	/1
NM	1,328	534	367	9/18	1,070	878		112	8/1[4]		1/		/2
NY	23,026	5,862	1,697	8/6	21,371	1,076	150	854	33[4]	87[4]	2	1	
NC	22,055	2,733		395/430	18,904	1,798	156		16/1[5]	9/[5]	1/[5]	3/[5]	
ND	376	27	41	1/1	258	85	13	39	0[4]				
OH	17,696	1,066	890	15/10	4,835	8,093		2,934	33/1		2/	4/	
OK	4,725	136	1,045	418/423	1,894	2,628			24/	2/	3/	3/	3/
OR	4,092	1,142	22	238/893[7]	4,653	71	10	6	5/1	1/		1/	
PA	6,235	1,112	1,320	68/63	5,070	764	112	132	43/2[5,8]	2/1[5]	3/[5]	8/[5]	4/[5]
RI	9,521		—	74/60	317	2,280	124	109	2/			1/	
SC	8,600	701	1,794	125/—	4,292	3,854	132	1,105	20/1	12/1	1/	3/	1/
SD	717	111	28	7/6	513	212	1	13	1/				
TN	6,444	1,751		19/189	6,482	1,758			19/1	4/	4/	3/	3/
TX	28,071	16,872	904	8/0	35,720	119	399	1	66/	9/2	1/	5/	3/
UT	824	646	12	0/	855	72	16		2/			1/	
VT	2,402	10		/7	181	1,899		8	1/			1/	
VA	9,647	1,014		5/21	5,570	441	65	2,872	24/1[9]		2/	3/	
WA	3,811	382	91	153/172	460	1,890	5	1,816	10[4]	1[4]		2[4]	
WV	692	62	4	54/61	493	65	16	15	1/1				
WI	2,966	454	3,379	76/2	1,429	141	12	1,354	3/[4]				
WY	404	57	14	13/9	223	119	3	43	0[4]				
Total	408,072	95,981	95,187	8,721/7,659	317,988	88,971	15,322	81,986	862/24	240/10	55/1	99/1	32/64
FBP	28,492	2,450	1,584	143/105	3,912	4,466		29,167	75/3	55/1	4/	8/	1/
DC	14,903	2,094	24,139	1,673/1,516	3085	10,541	24,490	4,133		17/	1/	2/	

Notes:
— Information not available at time of publication
1. May include returned escapees from previous years
2. Includes some AIDS deaths
3. Data as of 6/30/89
4. Represents total deaths
5. Data is for calendar year 1989
6. Total (complete breakdown unavailable)
7. Includes leave absconders
8. Includes some AIDS as secondary or tertiary cause
9. Includes 5 AIDS-related deaths

For the period July 1, 1989 to June 30, 1990, 1,535 inmate deaths were reported in state and federal institutions.

62.5% were attributed to natural causes; some AIDS related deaths were reported in this category.

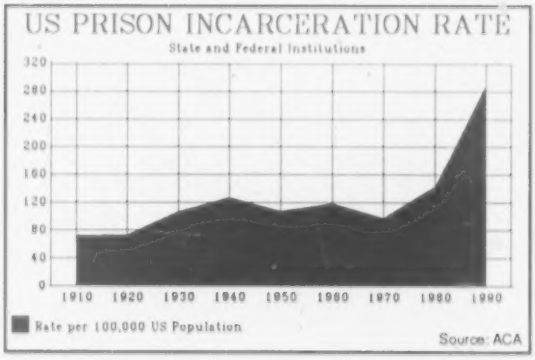
20.3% (311 vs. 105 for 1988) were reported as AIDS deaths.

International and U.S. Incarceration Rates

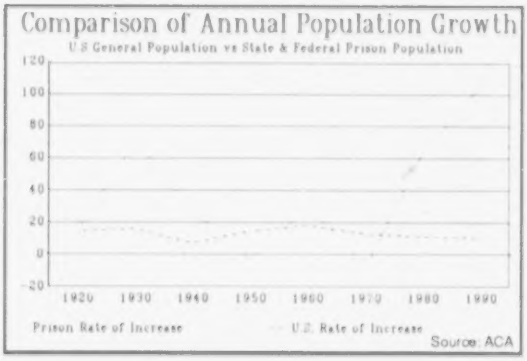
Incarceration rates for the United States, South Africa and the Soviet Union in comparison to Europe and Asia[a]

- **The United States incarceration rate of 426 includes inmate populations in jails and state and federal prisons, based on 1989 data.**

Excluding jail population. *The mid-year 1990 rate of incarceration was 285.75 inmates per 100,00 U.S. population.*



*Represents **percent** of increase over previous decade for each population.*



[a]Reprinted with permission , "Americans Behind Bars: A Comparison of International Rates of Incarceration," The Sentencing Project, 1991.

Recidivism Rates of State Prisoners

Prior Sentences, 1986

Prior Sentences	% Inmates
Probation and/or Incarceration	
None	18.5%
Juvenile only	10.6
Adult only	35.9
Both	34.9
Number of Times	
0	18.5%
1	19.8
2	16.5
3-5	26.0
6-10	12.6
11 or More	6.6

Criminal History Summary by seriousness of offense, 1986

Criminal History	% Inmates
Violent Offenders	
Current and Past	19.3%
Current Only, Recidivist	22.1
Prior Only, Recidivist	11.1
Current Only, First-timer	13.2
Nonviolent Offenders	
Recidivists	29.0
First-timers	5.3

Under the BJS National Recidivism Reporting System (NRRS), BJS links criminal history information from the FBI and participating states to build data bases on selected groups of offenders. Of the 108,580 persons released from prison in 11 states in 1983, representing more than half of all released state prisoners that year, an estimated 63.2% were rearrested for a felony or serious misdemeanor within 3 years, 47.3% were reconvicted, and 41.9% returned to prison or jail.

The estimated 68,000 former prisoners had been rearrested and charged with:

- 326,000 new felonies and serious misdemeanors
- almost 50,000 violent crimes
- 2,300 homicides
- 17,000 robberies
- 36,000 burglaries
- 46,000 drug offenses

Source: *Recidivism of Prisoners Released in 1983 (BJS Special Report)*, April 1989
*Excludes data from Ohio

Recidivism Rates by characteristics, 1983

Characteristics		% Released Prisoners	% Released Prisoners Within 3 Years: Rearrested	Reconvicted	Reincarcerated
Sex	**Male**	**94.1%**	**63.2%**	**47.3%**	**41.9%**
	Female	5.9	51.9	38.7	33.0
Race	**White**	**54.1%**	**58.7%**	**44.2%**	**38.0%**
	Black	45.1	67.1	49.9	45.3
	Other	.8	58.7	50.6	45.3
Ethnicity	**Hispanic**	**12.1%**	**68.5%**	**52.4%**	**47.0%**
	Non-Hispanic	87.9	61.7	46.0	40.6
Age when Released	**17 or Younger**	**.5%**	**75.6%**	**65.4%**	**50.6%**
	18-24	35.0	68.0	51.2	44.9
	25-29	26.5	65.0	48.9	43.2
	30-34	17.7	63.4	47.9	43.0
	35-39	9.3	56.9	40.8	36.5
	40-44	4.8	48.9	36.1	30.7
	45 or Older	6.2	40.3	28.6	25.7
Education	**8th Grade or Less**	**19.3%**	**61.9%**	**46.0%**	**38.4%**
	Some HighSchool	48.0	65.1	46.9	40.9
	High School Graduate	25.8	57.4	39.8	35.0
	Some College or More	6.8	51.9	36.1	30.4

Recidivism Rates by most serious offense, 1983

Offense	% Released Prisoners	% Released Prisoners Within 3 Years: Rearrested	Reconvicted	Reincarcerated*
Violent Offenses	**34.6%**	**59.6%**	**41.9%**	**36.5%**
Murder	3.1	42.1	25.2	20.8
Neg Manslaughter	1.4	42.5	27.9	21.8
Kidnapping	.6	54.5	35.7	31.3
Rape	2.1	51.5	36.4	32.3
Other Sexual Assault	2.1	47.9	32.6	24.4
Roberry	18.7	66.0	48.3	43.2
Assault	6.4	60.2	40.4	33.7
Other Violent	.4	50.1	33.2	31.4
Property Offenses	**48.3%**	**68.1%**	**53.0%**	**47.7%**
Burglary	25.8	69.6	54.6	49.4
Larceny/Theft	11.2	67.3	52.2	46.3
Motor Vehicle Theft	2.6	78.4	59.1	51.8
Arson	.7	55.3	38.5	32.3
Fraud	5.5	60.9	47.1	43.3
Stolen Property	1.7	67.9	54.9	50.5
Other Property	.8	54.1	37.3	33.9
Drug Offenses	**9.5%**	**50.4%**	**35.3%**	**30.3%**
Possession	1.2	62.8	40.2	36.7
Trafficking	4.5	51.5	34.5	29.4
Other/Unspecified	3.9	45.3	34.5	29.1
Public-Order Offenses	**6.4%**	**54.6%**	**41.5%**	**34.7%**
Weapons	2.2	63.5	46.7	38.1
Other Public Order	4.2	49.9	38.9	33.0
Other Offenses	**1.1%**	**76.8%**	**62.9%**	**59.2%**
All Offenses	**100.0%**	**62.5%**	**46.8%**	**41.4%**

Federal and State Prison Capacities

Reported federal and state capacities, 1989

State	Rated Capacity	Operational Capacity	Design Capacity	Population as percent of:* Highest Capacity	Lowest Capacity
AL	11,662	11,662	11,662	111%	111%
AK	2,596	—	—	99	99
AZ	—	13,304	—	100	100
AR	—	5,790	—	100	100
CA	48,311	82,115	48,311	106	181
CO	4,299	5,590	3,538	124	195
CT	7,929	8,722	—	107	117
DE	2,915	3,138	2,015	107	167
DC	8,253	9,315	8,253	93	105
FL	45,293	44,839	31,309	88	128
GA	—	20,421	—	102	102
HI	—	2,141	1,577	115	157
ID	1,259	1,826	1,259	94	137
IL	22,514	22,514	18,810	110	131
IN	9,101	—	—	136	136
IA	3,003	3,003	3,003	119	119
KS	5,285	—	—	102	102
KY	6,646	6,485	—	103	106
LA	13,535	13,535	13,535	97	97
ME	1,049	1,049	1,049	132	132
MD	—	16,554	11,477	100	144
MA	—	—	4,494	167	[illegible]
MI	24,850		—	128	1[illegible]
MN	3,098	3,113	3,098	100	100
MS	7,204	7,657	7,091	83	90
MO	15,121	15,121	—	92	92
MT	1,030	1,314	1,030	104	132
NE	—	—	1,666	146	146
NV	5,382	5,382	4,370	100	123
NH	834	1,058	683	110	171
NJ	12,742	13,969	11,977	118	137
NM	2,997	3,001	2,997	101	101
NY	51,617	51,617	42,472	99	121
NC	18,838	15,097	—	93	116
ND	—	556	556	81	81
OH	—	—	19,848	154	154
OK	—	7,888	—	145	145
OR	5,167	5,493	—	120	128
PA	—	—	13,616	156	156
RI	1,756	1,804	1,674	137	148
SC	14,768	14,768	11,119	104	138
SD	560	695	560	184	228
TN	—	8,387	—	94	94
TX	43,117	40,961	43,117	95	100
UT	—	2,464	2,210	93	103
VT	597	597	597	144	144
VA	12,083	12,083	12,083	118	118
WA	5,756	6,547	5,756	106	120
WV	1,547	1,640	1,547	94	99
WI	4,889	6,672	4,889	101	137
WY	788	795	609	129	168
FBP	32,494	—	—	163	163

Notes:

Excludes inmates who had been sentenced to state prison but were held in local jails because of crowding and who were included in the toal prisoner count.

— Data not available.

Source: *BJS Bulletin, Prisoners in 1989*, May 1990

Population as a percent of reported capacity for state and federal prisons, 1987-1989

Population as a percent of capacity*	U.S. Total	Federal Prisons	State Prisons
Highest			
1987	107%	137%	105%
1988	109	133	107
1989	110	163	107
Lowest			
1987	124%	173%	120%
1988	125	172	123
1989	129	163	127
Net change in capacity 1987-1988			
Highest	62,603	3,382	59,221
Lowest	40,020	3,382	36,638

10 Largest Prison Populations 1989	Number of Inmates	10 Highest Incarceration Rates 1989	Inmates per 100,000 Residents
California	87,297	Nevada	473
New York	51,227	South Carolina	419
Texas	40,789	Louisiana	395
Florida	39,999	Oklahoma	355
Michigan	31,746	Arizona	354
Ohio	30,538	Delaware	344
Illinois	24,712	Alaska	342
Pennsylvania	21,267	Michigan	342
Georgia	20,885	Alabama	329
New Jersey	19,439	Maryland	325

10 Largest Percent Increases in Prison Population

1988-1989	% Increase	1980-89*	% Increase
Rhode Island	30.1%	California	262.5%
Colorado	26.9	New Hampshire	257.7
South Dakota	25.2	New Jersey	249.4
Utah	21.3	Alaska	216.1
Washington	19.1	Nevada	192.9
Pennsylvania	18.8	Arizona	191.9
Iowa	18.1	Ohio	162.0
Illinois	17.2	Pennsylvania	162.0
Idaho	17.0	Hawaii	157.4
Kentucky	16.4	Utah	153.8

Rated Capacity. The number of beds or inmates assigned by a rating official to institutions within the jurisdiction.

Operational Capacity. The number of inmates that can be accommodated based on a facility's staff, existing programs and services.

Design Capacity. The number of inmates that planners or architects intended for the facility.

● **At the end of 1989, 10 states reported that they were operating below 95% of their highest capacity. Forty-four jurisdictions, and the Federal Prison System reported operating at 100% or more of their lowest capacity; 38 of these held populations that met or exceeded their highest reported capacities. Overall, at the end of 1989, state prisons were estimated to be operating at 107% of their highest capacities and 127% of their lowest.**

Death Sentence Survey

As of June 30, 1990

	DEATH SENTENCE		DEATH ROW MAINTAINED		NUMBER OF PRISONERS SENTENCED TO DEATH												METHOD OF EXECUTION					No. Executions
						White		Black		Hispanic		Asian/ Pacific Islander		American Indian/ Alaskan Native		Other		Lethal Injection	Hanging	Electrocution	Firing Squad	Gas Chamber	
State	YES	NO	YES	NO	TOTAL	M	F	M	F	M	F	M	F	M	F	M	F						
AL	X		X		117	52	3	59	2			1								X			3
AK		X			0																		
AZ	X		X		88	60		9		17				2								X	
AR	X		X		32	21		11										X[1]		X			2
CA	X		X		282	136	1	99		34						12[2]						X	
CO	X		X		3	2				1								X					
CT	X		X		2	2														X			
DE	X			X	7	2		5										X[3]	X				
FL	X		X		320	188	2	114	1							15				X			1
GA	X		X		113	55	1	57												X			
HI		X			0																		
ID	X		X		18	17				1								X			X		
IL	X		X		125	43		75		7								X					
IN	X		X		56	32	2	20	1	1										X			
IA		X			0																		
KS		X			0																		
KY	X		X		29	21	1	7												X			
LA	X		X		34	16		18										X[4]		X			1
ME		X			0																		
MD	X			X	20	4		15				1										X	
MA		X			0																		
MI		X			0																		
MN		X			0																		
MS	X		X		45	17		26	2									X				X	
MO	X		X		71	38	2	31										X				X[5]	3
MT	X		X		7	4		1						2				X[6]	X				
NE	X		X		12	8		3						1						X			
NV	X		X		54	34		14	1	5								X					1
NH	X		X		0													X					
NJ	X		X		14	2		11		1								X					
NM	X			X	1	1												X					
NY		X			0																		
NC	X		X		85	40	2	39						4				X				X	
ND		X			0																		
OH	X		X		99	43		52	4											X			
OK	X		X		112	71	3	23	1	4		1		9				X					
OR	X		X		16	13		3										X					
PA	X			X[7]	115	42		71	1			1								X[8]			
RI		X			0																		
SC	X		X		45	22		23												X			1
SD	X			X	0													X					
TN	X		X		79	53	1	24				1								X			
TX	X		X		329	152	3	120	1	50		3						X					5
UT	X		X		11	7		3		1								X			X		
VT		X			0																		
VA	X		X		45	22		23												X			1
WA	X		X		9	7		1				1						X	X				
WV		X			0																		
WI		X			0																		
WY	X		X		2	2												X					
1990	36	14	31	5	2,397	1,229	21	957	14	122	0	9	0	18	0	27	0	21	3	14	2	6	18
1989	36	14	32	4	2,245	1,169	19	891	12	123	0	6	0	20	0	15	0	20	3	14	2	6	16
1988	36	14	32	4	2,147	1,114	15	856	4	103	0	3	0	15	0	23	0	20	3	14	1	6	11
1987	36	14	28	9	1,952	1,006	17	791	6	93	0	4	0	17	0	7	0	18	3	15	1	7	25
1986	37	13	31	6	1,772	834	17	656	5	64	0	2	0	6	0	4	0	18	3	15	1	7	18
1985	38	12	29	9	1,597	821	15	641	5	92	0	2	0	7	0	14	0	16	4	16	2	6	18
1983	38	12	31	8	1,173	598	11	499	3	52	0	4	0	6	0			11	4	17	2	8	5

At the end of January 1991, death row held 2,412 inmates.

There have been 143 executions since January 1, 1973.

NAACP Legal Defense and Educational Fund Report, January 21, 1991.

Notes:

For the period covered, there were no statutory provisions for capital punishment in Alaska, Hawaii, Iowa, Kansas, Maine, Massachusetts, Michigan, Minnesota, New York, North Dakota, Rhode Island, Vermont, West Virginia, Wisconsin and the District of Columbia.

1. AR—Act 774 of 1983 changed method to lethal injection, with clause allowing option of electrocution for prior convictions.
2. CA—Includes Asian/Pacific Islander and American Indian/Alaskan Native groups.
3. DE—If convicted prior to 6/86, inmate may choose method of execution.
4. LA—Electrocution if sentenced before 1/1/9; lethal injection if after.
5. MO—Legislation authorized lethal injection as option, effective 8/13/88.
6. MT—Inmate may choose method of execution if convicted before 1986.
7. PA—As of November, 1982, prisoners under death sentence were put into Administrative Maximum Custody.
8. PA—Proposed legislation seeks to change to lethal injection.
9. FBP—Manner of execution is in accordance with laws of state in which Federal sentence is imposed.

Corrections Departments/Institutions Under Court Order

As of June 30, 1990

State	ADULT					JUVENILE				
	Entire Dept. Under Order	Master or Monitor Assigned	One or More Inst. Under Order	Master or Monitor Assigned	Number of Institutions	Entire Dept. Under Order	Master or Monitor Assigned	One or More Inst. Under Order	Master or Monitor Assigned	Number of Institutions
AL	No		No			Yes[1]	No	No		
AK	Yes	Yes	Yes	Yes	14	No		No		
AZ	No		Yes	Yes	1	No		No		
CA	No		Yes	Yes	1	No		No		
CO	No		Yes	No	3	No		No		
CT	No		Yes		6	No		No		
DE	No		Yes	No	4	No		No		
FL	Yes[2,3]	No	Yes	No	All	Yes[3]				
GA	No		Yes	No	8	No		No		
HI	No		Yes	Yes	2	†				
ID	No		Yes	No	1	No		No		
IL	No		Yes	Yes	1	†				
IN	No		Yes	No	3	†				
IA	No		Yes	Yes	1	No		No		
KS	Yes[3]	No	Yes	No	2	No		No		
KY	No		Yes	No	3	No		No		
LA	Yes[4]	Yes	Yes	Yes	All	†				
MD	No		Yes	No	4	No		No		
MA	No		Yes[5]	No	1	No		No		
MI	No		Yes	Yes	6	No		No		
MS	Yes[6]		No			No		No		
MO	No		Yes		9	No		No		
NV	Yes[7]	Yes	Yes	Yes	1	No		No		
NH	No		Yes	No	1	No		No		
NM	No		Yes	Yes	5	No		No		
NY	No		Yes	Yes	1	No		Yes	Yes	1
NC	No		Yes	No	54	No		No		
OH	No		Yes[8]	No	20	No		No		
OK	No		No			Yes[9]	No	Yes	No	2
PA	No		Yes	Yes	1	No		No		
RI	Yes[3,6]	Yes	Yes	Yes	2	Yes[10]	Yes[10]	Yes[10]	Yes	1
SC	Yes[6]	No	Yes	No	All	No		No		
SD	No		Yes	No	1	†				
TN	No		Yes	Yes	11	No		Yes	Yes	4
TX	Yes[11]	No	No			No		No		
WA	No		Yes	No	2	No		No		
WV	No		Yes[12]	Yes	1	†				
WI	No		Yes[3]	No	1	†				
DC	No		Yes	Yes	4	Yes[13]	Yes	Yes	Yes	3

● **Entire departments or one or more adult institutions were under court order in 36 states; six states for juvenile corrections, as of June 30, 1990.**

Notes:

† Combined adult and juvenile departments.

1. AL(J)—Admission waiting list.
2. FL(A)—Health care services and overcrowding.
3. FL(J), KS(A), RI(A), WI(A), PHL—Overcrowding.
4. LA—Federally-declared state of emergency (7/89).
5. MA(A)—5 county jail facilities, under partial DOC jurisdiction; under court order.
6. MS(A), OH(A), RI(A), SC(A), NYC(A)—Conditions of confinement.
7. NV(A)—Mental health services.
8. OH(A)—Class action lawsuit.
9. OK(J)—Institutional practices, policies, and procedures.
10. RI(J)—Data as of 6/30/89.
11. TX(A)—Maintenance, recreation, necessities, administrative segregation.
12. WV(A)—Penitentiary ordered closed by July, 1992.
13. DC(J)—Comprehensive care and treatment.
14. NYC(J)—Compliance with educational laws and requirements.

As of 6/30/90, the following states had no correctional departments or institutions (Adult or Juvenile) under court order:
AR, ME, MN, MT, NE, NJ, ND, OR, UT, VT, VA, WY, and FBP.

Juveniles Under Supervision in State Systems

As of June 30, 1990

		SECURE										NONSECURE												AGE			
		Institutions Training Schools			Detention		Diag-nostic		Other			Day Care Foster care		Residential Hilwy House Community		Wilder-ness		Group Homes		Other			(Avg) Entering Offender	Under 18	18 up to 18	18 and Over
State	Total	Total	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F		M&F	Total	Total	Total
AL	536	372	338	34			74	8	17									55	10					215	294	27
AK	374	140	116	24	55	13						64	14	72	16								15.00	165	176	33
AZ	1,003	702	646	56	20		70	10						10				47	10	113	21		15.60			
AR	212	187	164	23			24	1																123	89	
CA	8,710	8,117	7,833[1]	284[1]	123*		79[1]	3[1]	42*					44*						302*			17.80	357[1]	2,230[1]	6,123[1]
CO	943	363	346	17	282	48	46							144	7					37	16		16.40	260	492	138
CT	195	195	168	27																			15.00	151	44	
DE	128	78	75	3	41	9																	16.80	41	72	15
FL[3]	6,846	440			1,402*									1,123*		20*		36*		3,825						
GA	2,868	666	614	52	566	68						104	14	448	88	11		16		681	206		15.00			
HI	80	73	63	10					2											5			16.30			
ID	349	110	102	8	9	2	16	3				51	64					58	29	5	2		16.00			
IL	1,283	1,243	1,168	75																37	3		15.50	469	722	52
IN	779	722	547	175										56	1								16.10	137	642	
IA	241	241	201	40																			16.10	86	155	
KS	1,690	493	414	79	54	14	20	3	6	2		92	25	12	3			228	62	540	136			625	811	204
KY	1,177	360	318	42					117									72	32	383	213		15.42	688	664	143
LA	2,058	707	678	29	206	24	131	12				63	29	288	43			125	85	245	100		15.00	826	1,009	223
ME	375	242	217	25																19	114		15.70			
MD	1,764	205	189	16	244	28			1			121*		189*		38*		590*		348*			16.49			
MA	1,570	116	101	15	255	13			20			23	12	613	52	16	8	183	13	188	58		15.50	399	1,142	28
MI	2,900	652	612	40	106[3]	20[3]			36					83	21					1,982			16.00			
MN	192	145	141	4												47							16.10	15	80	50
MS	326	326	299	27																			15.10	156	159	11
MO	581	231	210	21					108	13						10		75	11	89	44		15.50	258	323	
MT	226	176	125	51			14									2		9		25			16.00	46	113	17
NE	482	200	157	43			20	7				29	6	136	26			25	5	21	5		16.00	147	291	39
NV	300	300	238	62																			16.22	138	158	4
NH	152	104	92	12	23									10							15		15.80	31	111	
NJ	1,393	682	673	9								257	52	374	28								16.11	95	1,095	203
NM	450	264	233	31			78	21	3					67	13					4			16.00	139	265	46
NY	2,882	1,580	1,424	156	6							69	40	152	47			213	73	535	82		15.30	1,511	1,252	119
NC	897	646	565	81	47*											204*							14.50	586	103	
ND	460	98	76	22		2	22	6	1	1		20	15					79	28	122	66		15.75	176	266	14
OH	2,079	2,054	1,902	152										25									15.89	725	1,242	112
OK	1,336	129	124	5	128[4]		12	1								12		336	162	504	52		15.90	216	209	21
OR	524	399	359	40			3	4	118														15.70	289	220	15
PA	725	352	322	30												36				310	27		15.10			
RI	180	131	126	5	18		7	5										14	1	3	1		15.00	42	91	47
SC	1,077	558	480	78			133	33				44[5]	19					25	6	194	65		15.00	551	337	
SD	181	181	146	35																			16.25	55	96	30
TN	994	638	599	39			13					162	41	75	42	15		8					16.00			
TX	2,458	1,075	1,029	46	65	4	106	8	117	20		55	14	157	12			118	9	588	110		15.70	869	1,509	80
UT	535	71	69	2	103	11	33	2	6					134	11					151	13					
VT	174	9	9		10	2						46	5	6	1	6		19	5	55	10		15.00	59	102	13
VA	13,418	1,418[3]	1,262[3]	156[1]	8,900	2,181								125*				683*		184	104		15.00			
WA	850	633	587	46														104		109	4		15.30	231	429	200
WV	112	96	87	9			16																16.00	12	95	5
WI[2]	602	547	517	30					14	4		19	1			6				11			15.90	124	293	53
WY	103	103	57	46																			15.60	43	60	
Total	**69,770**	**29,570**	**26,818**	**2,312**	**12,663[3]**	**2,439**	**917**	**127**	**608[5]**	**40**		**1,157[3]**	**295**	**4,343[3]**	**411**	**423[3]**	**8**	**3,110[3]**	**541**	**11,573[3]**	**1,448**		**15.72**	**11,056**	**17,441**	**8,063**
					15,102		**1,044**		**648**			**1,452**		**4,754**		**431**		**3,651**		**13,021**			**Avg**			
DC	678	281	278	3	106	2			37			3	1	103	24			14	2	92	13		17.00	61	445	193

Notes:

* Combined male/female total.
1. Estimated.
2. Data as of 6/30/89.
3. Includes diagnostic.
4. Contracted coed.
5. May include some females.

Secure "Other": AL, Intensive treatment; KS, KY, OR, Camps; MA, Adult corrections; MI, Wilderness (short term); MO, Awaiting placement; NM, Escapes; TX, Residential treatment centers; UT, Jail; DC, Prerelease house.

Nonsecure "Other": GA, Attention homes; HI, Transition house; ID, Substance abuse/Residential trtmt.; KY, Day trtmt./re-educational programs; ME, AWOL/authorized absence; MA, AWOL/missing/out of state/DSS/DMH; MI, Home/private agency placement; MO, Park camps; NE, Absconders/arrest; NH, Shelter/ detention; NY, Independent living; PA, State operated institutions; RI, Home confinement; SC, Chronic status offender; UT, AWOL/out of state, etc.

● **Average length of stay: Secure 7.69 months; Nonsecure 6.79 months**

Correctional Statistics Summary

Populations

Incarcerated (Jail data for 6/30/88; state, federal, and D.C. for 6/30/90)

Jail data from BJS database for survey conducted by U.S. Census Bureau; all other from ACA survey.

ADULT

	Total	Male	Female	Number Admissions	Number Releases	Number Deaths
State	659,545	623,218	36,187	599,240	504,247	1,388
Federal	56,627	52,649	3,978	32,526	37,545	147
D.C.	9,725	7,839	624	41,136	42,249	20
Jail	336,242	306,845	29,397	8,929,656	8,814,364	619
Total	1,061,539	990,351	70,186	9,602,558	9,398,405	2,174

	Number Facilities
State	1,395
Federal	67
D.C.	18
Jail	3,042
Total	4,522

- Although the number of women in state and federal prisons grew more than 200% in the last decade, it remains a small portion of the total state and federal prison population—around 5.61%.
- Reported state and federal inmate deaths caused by AIDS were up 8.2% over figures reported for 1989.

Probation and Parole (data as of 12/31/89)

Data from BJS *Probation and Parole 1989*

ADULT

	Probation			Parole		
	Total	Number Entries	Number Exits	Total	Number of Entries	Number of Exits
State	2,461,333	1,547,298	1,411,363	435,385	294,686	246,446
Federal	59,146	19,858	21,741	21,412	10,910	9,949
D.C.	10,351	8,942	9,887	4,915	2,995	2,029
Total	2,520,479	1,567,156	1,433,104	456,797	305,596	256,395

- Probation populations increased by 126% over the decade, while parole populations grew by 107%. One statistic that has not changed over the decade is the proportion of the correctional population under community supervision—three-quarters.
- At the end of 1989 the total correctional population numbered nearly 4.1 million adults.
- An estimated one of every 46 adults in the U.S. was under some form of correctional supervision on any given day in 1989.

Incarcerated, Community, Probation, Parole/Aftercare (Jail data for 6/30/88; all other 6/30/90)

Jail data from BJS database for survey conducted by U.S. Census Bureau; all other from ACA surveys.

JUVENILE

	Total	Incarcerated	Community	Probation	Parole/ Aftercare
State	321,010	69,770	23,309	190,308	37,623
D.C	2,279	678	252	1,022	327
Jail	2,250	2,250			
Total	325,539	72,698	23,561	191,330	37,950

	Number Facilities
State	1,159
D.C.	19
Local	500
Total	1,678

- Probation data is missing from 709 county/district offices in 19 states (including all 151 Texas counties).
- Parole/aftercare data is missing for 40 court offices in 2 states.

Spending

ADULT

Jail data for 6/30/88; state, federal, and D.C. for 6/30/90.
Jail data from BJS database for survey conducted by U.S. Census Bureau; all other from ACA survey.

	Operating and Capital	Operating	Capital	New Construction	-- Renovation	Number New Beds
State	$18,179,165,996	$13,634,868,010	$4,544,297,986	$3,140,053,370	$561,894,915	72,383
Federal	1,746,240,000	1,371,882,000	374,358,000	290,729,000	40,600,000	6,175
D.C.	283,865,000	237,501,000	46,364,000	33,364,000	10,000,000	700
Jail	4,682,837,465	3,504,762,087	1,178,075,378	Breakdown unavailable		
Total	$24,892,108,461	$18,749,013,097	$6,143,095,364			

● The above figures include funds for 12 state departments with combined adult and juvenile authority.

JUVENILE

Data for 6/30/90—from ACA survey.

	Operating and Capital	Operating	Capital	New Construction	Renovation	Number New Beds
State	$2,008,130,538	$1,758,855,824	$249,274,714	$158,213,666	$65,366,106	1,696
D.C.	41,532,000	39,936,000	1,596,000		1,596,000	
Total	$2,049,662,538	$1,798,791,824	$250,870,714		$66,962,106	

● The above figures exclude funds in 12 states which have combined adult and juvenile departments.

Personnel

ADULT

Jail data for 6/30/88; state, federal, and D.C. for 6/30/90.
Jail data from BJS database for survey conducted by U.S. Census Bureau; all other from ACA surveys.

	Total Employees	Male	Female	Correctional Officers	Male	Female	Probation/ Parole Officers
State	277,508	198,075	79,433	159,247	132,417	26,539	40,646[1]
Federal	18,294	13,710	4,584	6,931	6,276	655	2,288
D.C.	3,876	2,702	1,174	3,085	2,243	842	264
Jail	92,647	67,864	24,783	70,610	54,645	15,965	
Total	392,325	282,351	109,974	239,873	195,581	44,001	43,198

1. Includes local level; only state level probation/parole officers are included under total employees.

JUVENILE

Data for 6/30/90—from ACA survey.

	Total Employees	Male	Female
State	34,591	18,112	12,197
D.C.	580	376	204
Total	35,171	18,485	12,401

Section VI

STATE EMPLOYEE ORGANIZATIONS

Unions & Employee Groups

The Facts on PREP

PREP, which stands for the Police Recruitment and Education Program, amends the federal Higher Education Act to extend the Perkins Loan Cancellation Program to future and current full time law enforcement, correctional officers and students who are pursuing careers within state, local or federal law enforcement or corrections agencies.

A Perkins loan is a low-interest government loan that helps pay for education after high school. The loans are for undergraduate and graduate students and are made through an individual's college or university financial aid office.

PREP provides that the Perkins loans be completely forgiven at the rate of 15 percent for each of the first two years of service, 20 percent for the third and fourth years, and 30 percent for the fifth year of service. Individuals who do not complete five years as officers after finishing their education must repay the loan or the fraction still owed.

Loans can be granted up to $18,000 for those in graduate or professional programs, $9,000 for students who complete two years of a bachelor's program, and $4,500 for students beginning undergraduate programs.

For information on federal student aid, call 1-800-333-INFO.

Employee Organizations

- **86% of responding agencies reported that employees have the right to organize.**
- **58% have a collective bargaining contract.**
- **Less than 10% have the right to strike.**
- **64% are represented by an association or union.**

Employee Rights	Right to Organize		Right to Collective Bargaining		Right to Strike		Represented by Association/Union
	%Yes	%No	%Yes	%No	%Yes	%No	Average Percent
Corrections Depts Adult	82.05	17.95	57.89	42.11	5.13	94.87	67.97
Corrections Depts Juvenile	88.89	11.11	55.56	44.44	8.82	91.18	61.13
Corrections Depts/Adult, Juvenile	91.67	8.33	66.67	33.33	9.09	90.91	56.25
Pardons/Parole Bds (without services)	93.75	6.25	75.00	25.00	13.33	86.67	63.50
Probation/Parole/Aftercare Depts/Bds (with services)	73.33	26.67	40.00	60.00	7.14	92.86	67.58

Employee Search and Drug Use Testing		%Yes	%No
Going on duty	Pat search	14.58	85.42
	Weapons search	17.53	82.47
	Metal detector	27.27	72.73
Going off duty	Pat search	10.53	89.47
	Weapons search	8.42	91.58
	Metal detector	16.49	83.51
Drug use test	Before duty	7.37	92.63
	On regular basis		100
	For probable cause	38.14	61.86
	Randomly	9.47	90.53

- **Random drug use testing:**

Alabama DOC–all officers are tested;
Georgia DOC–monthly random sample from high risk peace officer pool;
Georgia DYS–monthly sample from investigators and facility police;
Georgia Bd of Pardons and Paroles–peace officers only;
Maryland Parole Commission–policy has recently been implemented;
New Hampshire DOC–prior to promotion and intial hire;
New Jersey DOC–tests recruits in training academy;
New Mexico CD–computer model

- **Employee Searches:**

Many states reported searches done for reasonable suspicion based upon visible indicators during job performance.

Unions/Employee Groups

STATE	CODE	% OF STAFF	EMPLOYEE GROUP	UNION OR EMPLOYEE ASSOCIATION
ALABAMA	1	33	State Employees	AL State Employees Assn (ASEA)
			Corrections Employees	AL State Correctional Employees Assn (ASCEA)
			Correctional Ofcrs/Maintenance	AL Highway Maint Local 1370/Laborer's Intl of NA (LIU)
	2	39.5	State Merit Employees	ASEA
			Youth Svcs School District (Teachers)	AL Education Assn
	5	40	State Employees	ASEA
			Probation & Parole Ofcrs	AL Peace Ofcrs Assn/FOP/AL Police Assn
ALASKA	1	100	General Government Unit	AFSCME/Local 52 (AFL-CIO)
			Supervisory Unit	AK Public Employees Assn (APEA)
			Confidential-Payroll/Personnel	Confidential Employees Assn
			Labor, Trades, Craft	Public Employees Local 71 (LIU)
	2	100	General Government Employees	APEA/AFSCME Local 52 (AFL-CIO)
			Labor/Trades/Crafts	Public Employees Local 71 (AFL-CIO)
ARIZONA	1	—	State Employees	AZ Public Employees Assn (APEA)/AFSCME (AFL-CIO)
	2	12	State Employees	APEA/AFSCME (AFL-CIO)
ARKANSAS	1	—	State Employees	AR State Employees Assn (ASEA)
	2	10	State Employees	ASEA
BUREAU OF PRISONS	1	77.4		AFL-CIO/Assn of Federal Government Empl
CALIFORNIA	1	94	Prof Admin/Financial/Staff Svcs	CA State Employee's Assn (CSEA)
	2	61	Prof Admin/Financial/Staff Svcs/Office/Allied	CSEA
			Teachers/Nurses/Medical/Soc Svcs Support	CSEA
			Corrections	CA Correctional Peace Ofcrs Assn (CCPOA)
			Protective Svcs/Public Safety	CA Union of Safety Employees
			Professional Engineers	Professional Engineers in CA Govt
			Craft & Maintenance	Alliance of Trades and Maintenance
			Physician/Dentist/Podiatrist	Union of American Physicians and Dentists
			Health & Soc Svcs/Professional	AFSCME (AFL-CIO)
	4	70	Professional/Admin/Fiscal/StaffSvcs/Office/Allied	CSEA
			Correctional Ofcrs	CCPOA
			Attorneys/Hearing Ofcrs	Assn of CA State Attnys and Admin Law Judges
COLORADO	1	—		CO Assoc of Public Employees (CAPE)/AFSCME (AFL-CIO)
	2	—		CAPE/AFSCME (AFL-CIO)
	4	50		CAPE
CONNECTICUT	1	90	Administrative/Clerical	AFSCME Council 4 (AFL-CIO)(NP-3 Clerical)
			Educ/Engineering, Scient/Tech	CT State Employees Assn (CSEA)
			Medical/Health Prof	New England Health Care 1199
			Maintenance/Svc/Admin	CT Employees Union Independent/AFL-CIO
			Correctional Staff	AFSCME (AFL-CIO) (NP-4 Correction)
	2	95	Youth Supv/Clerical/Rehab	AFSCME (AFL-CIO)
			Ofcrs/Maint/Telephone Oper	CT Employees Union Independent (CEUI)
			Prof/Para Prof/Hlth/Clergy/Rec	New England Hlth Care Employees Union, Dist 1199
			Agency Police	Intl Union of Police Assn (IUPA)/Protective Svc Employees Coalition
			Teachers	CT State Employees Assn (CSEA)
	5	90	Professional	AFT
			Non Professional	AFSCME (AFL-CIO)
WASHINGTON, DC	1	72		Teamsters Local 1714
DELAWARE	1	85	Correctional Employees/Ofcrs	AFSCME (AFL-CIO)
			Correctional Supv	AFSCME (AFL-CIO)
			Non Supv Probation/Parole Ofcrs	FOP Lodge 10
FLORIDA	1	93	Security Services	Police Benevolent Assn (PBA)
			Health Care Prof	FL Nurses Assn (FNA)
			Physicians	FL Fed of the Union of American Physicians and Dentists (FFAUPD)
			Human Svcs/Admin/Cler/Op Svcs/Other	AFSCME (AFL-CIO)
	2	82	Health Care Prof	FNA
			Security Personnel	PBA
			Physicians	FFAUPD
			Human Svcs/Admin/Cler/Op Svcs/Other	AFSCME (AFL-CIO)
	4	<1	Professional, Admin/Clerical	AFSCME (AFL-CIO)
GEORGIA	1&2	—		
	5	60	All Employees Eligible	Parole Assn of Georgia

STATE	CODE	% OF STAFF	EMPLOYEE GROUP	UNION OR EMPLOYEE ASSOCIATION
HAWAII	3	90	Non Supervisory/Non Prof Hosp & Inst/Corr Ofcrs	United Public Workers
			Supervisory/Clerical/Educ/Prof/Scient/Engin/Nurse	HI Government Employees Assn
			Teachers	HI State Teachers Assn
IOWA	1	85	Clerical/Cmty Corr/Prof/Security	AFSCME (AFL-CIO)
			Professional Social Svcs Unit	IA United Professionals (IUP)
		50	Youth Service Workers/Couns	IUP/AFSCME (AFL-CIO)
	4	—	Any Employee	AFSCME (AFL-CIO)
IDAHO	1	20.6	Any Employee	ID Public Employees Assn (IPEA)/ID Service Empl Union (ISEU)
	2	10 est.		IPEA/ISEU
ILLINOIS	3	90	Corr Security/Cler/Para & Para Prof	AFSCME (AFL-CIO)
			Nurses	IL Nurses Assn
			Security Ofcrs	IL State Employees Assn
			Truck Drivers	Teamsters
INDIANA	3	70	Health Care/Counselors	AFSCME (AFL-CIO)
			Corr Ofcrs/Clerical/Crafts/Trades	Unity Team (UAW & ISEA)
KANSAS	1	9	Corr Ofcrs I-II (Lansing area)	AFSCME (AFL-CIO)
	2	5	Youth Svc Specialists	Natl Assoc of Government Employees
			Social Wkrs/Clerical	KS Assn of Public Employees
KENTUCKY	1	—		
	2	5	State Employees	KY Assn of State Employees/AFL-CIO
LOUISIANA	3	10		AFSCME (AFL-CIO)
MAINE	3	98	Admin/Prof/Tech	ME State Employees Assn (MSEA)
			Supv/Law Enforcement	MSEA
			Oper/Maint/Support	MSEA
			Institutional Svcs	AFSCME (AFL-CIO)
MARYLAND	1	66	Any Group	MD Classified Empl Assn (MCEA)/AFSCME/Teamsters (AFL-CIO)
	2	65	Any Group	MCEA/AFSCME/Teamsters (AFL-CIO)
	4	57	Clerks/Hearing Ofcrs/Admin	MCEA/AFSCME (AFL-CIO)
MASSACHUSETTS	1	88	Security	MCOFU
			Education/Social Svcs	AFSME/Service Employees Intl Union (SEIU)
			Clerical/Prof	National Association of Government Employees (NAGE)
			Health Care	MA Nurses Assn (MNA)
	2	84	Admin/Non profit/Building Trades/Crafts	NAGE
			Prof/Admin/Maint/Inst	ASFCME/SEIU
			Professional Health Care	MNA
			Technical	MA Org of Scientists & Engineers
			Social and Rehab Educ	AFSCME/SEIU (AFL-CIO)
	5	88	Parole Ofcrs	Coalition of Public Safety Empl
			Clerical/Direct Care	Alliance (AFSCME/SEIU/(AFL-CIO)
			Support Staff	NAGE
MICHIGAN	1	77	Protected Service Workers	MI Corrections Organization
			Admin/Supv/Clerical & Human Svcs Units	United Auto Workers (UAW)
			Labor/Trades/Safety & Regul Units	MI State Employees Assn (MSEA)
			Institutional Units	AFSCME (AFL-CIO)
			Tech Unit/Human Svcs Support Unit	United Technical Employees Assn
			Scientific/Engineering	MI Prof Empl Assn
	2	90	Line Staff (Child Care)	AFSCME (AFL-CIO)
			Teachers	UAW
			Labor & Trades	MSEA
			Health Care	United Technology
MINNESOTA	3	95	Correctional Ofcrs/Clerical	AFSCME (AFL-CIO)
			Parole Agents/Caseworkers/Prof	MN Assn of Prof Employees
			Nurses	MN Nurses Assn
			Teachers	State Residential School Education Assn
			Supervisory	Middle Mgmt Assn
MISSISSIPPI	1	—		
	2	—	Any State Employee	State Employees Assn of MS (SEAM)
MISSOURI	1	18	Corr Ofcrs/Prob Parole Ofcrs	AFSCME/SEIU (AFL-CIO)
	2	5	All State Employees	SEAM
	5	83	Probation/Parole Ofcrs I & II	Service Employees Internation (SEI)
			Clerical (except supv)	SEI

STATE	CODE	% OF STAFF	EMPLOYEE GROUP	UNION OR EMPLOYEE ASSOCIATION
MONTANA	1	89	Correctional Ofcrs	MT Public Employees Assn (MPEA)
			Teachers/Probation, Parole Ofcrs	MT Federation of State Employees
			Trades	Various Trade Unions
	2	68	Direct Care	MPEA
			Teachers/Education related	MT Education Assn
NEBRASKA	3	79	Protective Svcs	NE Assn of Correctional Employees (NACE)/AFSCME (AFL-CIO)
			Health Prof & Non Prof/Soc Svcs/Couns	NACE/AFSCME (AFL-CIO)
			Admin Prof & Support/Maint/Trades/Tech	NACE/AFSCME (AFL-CIO)
			Engin Sciences & Resources	NACE/AFSCME (AFL-CIO)
			Teachers	State Code Agency Teachers Assn
	4	60	Support Staff	NAPE/AFSCME (AFL-CIO)
NEVADA	1	34 est.	State Employees	State of NV Employees Assn (SNEA)
	2	42	State Employees	SNEA
	4	60	State Employees	SNEA
	5	70	State Employees	SNEA
			Correctional Ofcrs	NV Peace Officers Assn
NEW HAMPSHIRE	1	60	All Staff	NH State Employees Assn (NHSEA)
	2	63	All Staff	NHSEA
NEW JERSEY	3	90	Custody Staff	NJ State Policeman's Benevolent Assn (PBA)
			Admin/Clerican/Professional/Supervisory	Communication Workers of America (CWA)
			Maintenance/Truck Drivers/Oper Engineers	Intl Fed of Professional & Technical Engineers
			Youth Workers/Food Svc/Trades/Practical Nurses	AFSCME (AFL-CIO)
	4	91	All Staff	CWA Local 1039
	5	99	Supervisory	PBA #105
			Professional	PBA #326
			Clerical	CWA
NEW MEXICO	1	80	Correctional Ofcrs	NM Correctional Wkrs Assn
	2	75	All Employees	AFCSME
NEW YORK	1	91	Security Svcs Unit/Sec Supv Unit	AFSCME (AFL-CIO) Council 82
			Admin Svcs Unit/Oper Sys Unit	Civil Svc Employees Assn, Inc (CSEA)
			Institutional Svcs Unit	(CSEA)
			Prof/Scientific/Tech Svcs Unit	Public Employees Federation (PEF)/AFL-CIO
	2	94	Institutional Svcs Unit	CSEA
			Oper Svc Unit/Admin Svcs	CSEA
			Prof/Scient/Tech	Public Employess Federation
	5	93	Prof/Tech/Scient	PEF/AFL-CIO
			Admin Svcs Unit	CSEA
			Security Unit	Council 82
NORTH CAROLINA	1	85	State Employees	State Employees Assn of NC (SEANC)
	2	57	Teachers/Educ Admin/Librarians	NC Assn of Educators (NCAE)
			All other state employees	SEANC
NORTH DAKOTA	3	1	Correctional Staff, Adult & Juv	ND Public Employees Assn (NDPEA)
	5	5	Percent Noted	NDPEA
OHIO	1	90	Corr Ofcrs/Support Staff/Food Svc/Maint	OH Civil Svc Empl Assn (OCSEA) Local #11 AFSCME (AFL-CIO)
			Parole Ofcrs/Chaplains/Dietiticians/Corr Prog Spec	OH Health Care Empl Union Local #1199
			Sales Representatives	United Food & Commercial Wkrs Union/AFL-CIO
			Teachers/Librarians/Guidance Couns	OH Education Assn
	2	74	Social Wkrs/Health Care	OH Health Care Empl Union
			Yth Leaders/Maint/Educ/Food Svc/Cler	AFSCME (AFL-CIO)/OCSEA
			Teachers/Guidance Couns	OEA/SCOPE
OKLAHOMA	1	31	State Employees	OK Public Employees Assn (OPEA)/CWA
	2	—	State Employees	OPEA/CWA
	4	—	State Employees	OPEA
			Teachers	OK Education Assn
OREGON	1	80	OR State Correctional Inst	OR Public Employees Union (OPEU)
			Parole & Probation Ofcrs	Federation of Parole & Probation Ofcrs
			All other sec and non-sec	AFSCME (AFL-CIO)
	2	85	Institutional Staff (except teachers)	OPEU
			Parole Ofcrs/Assistants	AFSCME (AFL-CIO)
			Institutional Teachers	Hillcrest MacLaren Education Assn
	4	63	Percent Noted	AFSCME (AFL-CIO)

STATE	CODE	% OF STAFF	EMPLOYEE GROUP	UNION OR EMPLOYEE ASSOCIATION
PENNSYLVANIA	1	80	Corrections Ofcrs/Various others	AFSCME (AFL-CIO)
			Social Svcs	PA Social Svcs Union (PSSU)
			Nurses	PA Nurses Assn (PNA)
			Teachers	PA Fed of Teachers (PFT)/PA State Educ Assn (PSEA)
	2	90	Yth Dev Counselors/Psychological	PSSU
			Clerical/Maint/Dietary/Youth Div	AFSCME (AFL-CIO)
			Nurses	PNA
			Doctors/Dentists	PA Assn of State Mental Hosp Physicians
	5	88	Parole Agents/Par Supv/Invest/Cler	AFSCME (AFL-CIO)
			Para Prof	PSSU
RHODE ISLAND	1	85	Custodial staff	RI Brotherhood of Correctional Ofcrs
			Probation/Parole Counselors	RI Probation & Parole Assn
			Clerical/Maint/Dep Marshals	AFSCME (AFL-CIO)/Council 94
			State Marshals	FOP #24
			Teachers	Howard Teachers Union
	2	90	Youth Svc Providers/Clerical/Maint	AFSCME (AFL-CIO)/Council #94
	4	80	Clerical	Nat'l Education Assn
			Executive Secretary	RI Probation & Parole Assn
SOUTH CAROLINA	1	—		
	2	—	All Agency Employees	SC State Employees Assn
			Education Division	SC Education Assn
	5	50	Percent Noted	SC State Employees Assn
SOUTH DAKOTA	3	7	Teachers	Assn of Correctional Educators
TENNESSEE	1	55	Career Employees	TN State Employees Assn (TSEA)
			Brushy Mt. Prison Non Supv	AFSCME (AFL-CIO)
	2	45	Any State Employee	TSEA
	5	45	Percent Noted	TN State Employees Assn
TEXAS	1	—	State Employees	TX Public Employees Assn (TPEA)/TX State Employees Union (TSEU)
			Correctional Employees	Correctional Employees Council/CLEAT
	5	—	All Employees	TPEA/TSEU
UTAH	1	42	State Employees	UT Public Employees Assn (UPEA)
			Certified Ofcrs	AFSCME (AFL-CIO)/WAGE
	2	—	All Employees	UT Public Employees Assn
	4	36	Board Members/Staff	UPEA/UT State Prison Employees Assn
VERMONT	1	85	Percent Noted	VT State Employees Assn (VSEA)
	2	100	Non Mgmt & Supv Employees	VSEA
VIRGINIA	1	—	State Employees	VA Emp Government Assn/VA Corr Assn
	2	—	State Employees	VA State Empl Assn
WASHINGTON	1	90	Division of Prisons	WA State Correctional Employees Assn
			Division of Community Corrections	WA Federation of State Employees
	2	75	Juv Rehab Counselors/Maint	AFSCME (AFL-CIO)
WISCONSIN	1	65	Blue Collar/Non-Bldg Trades	WI State Employees Union (WSEU)/AFSCME (AFL-CIO)
			Clerical/Technical/Security & Public Safety/Soc Svcs	WSEU/AFSCME (AFL-CIO)
			Prof Research/Analysis	WSEU/AFSCME (AFL-CIO)
			Attorneys	WI State Attorneys Assn
			Teachers	WI Education Assn Council
			Engineers	State Engineering Assn
			Medical/Nurses/Pharmacists	United Prof for Quality Health Care/WI Science Prof (WSP)
	2	85	Youth Counselors/Social Wkrs/Prog Assts/Support	WSEU
			Teachers	WI Federation of Teachers
	4	81	Percent Noted	WI State Employees Union/AFSCME (AFL-CIO)
WEST VIRGINIA	3	5	Percent Noted	AFSCME/CWA/WV Pub Empl Union (AFL-CIO)
WYOMING	3	40	All Public Employees	WY Public Employees Assn (WPEA)

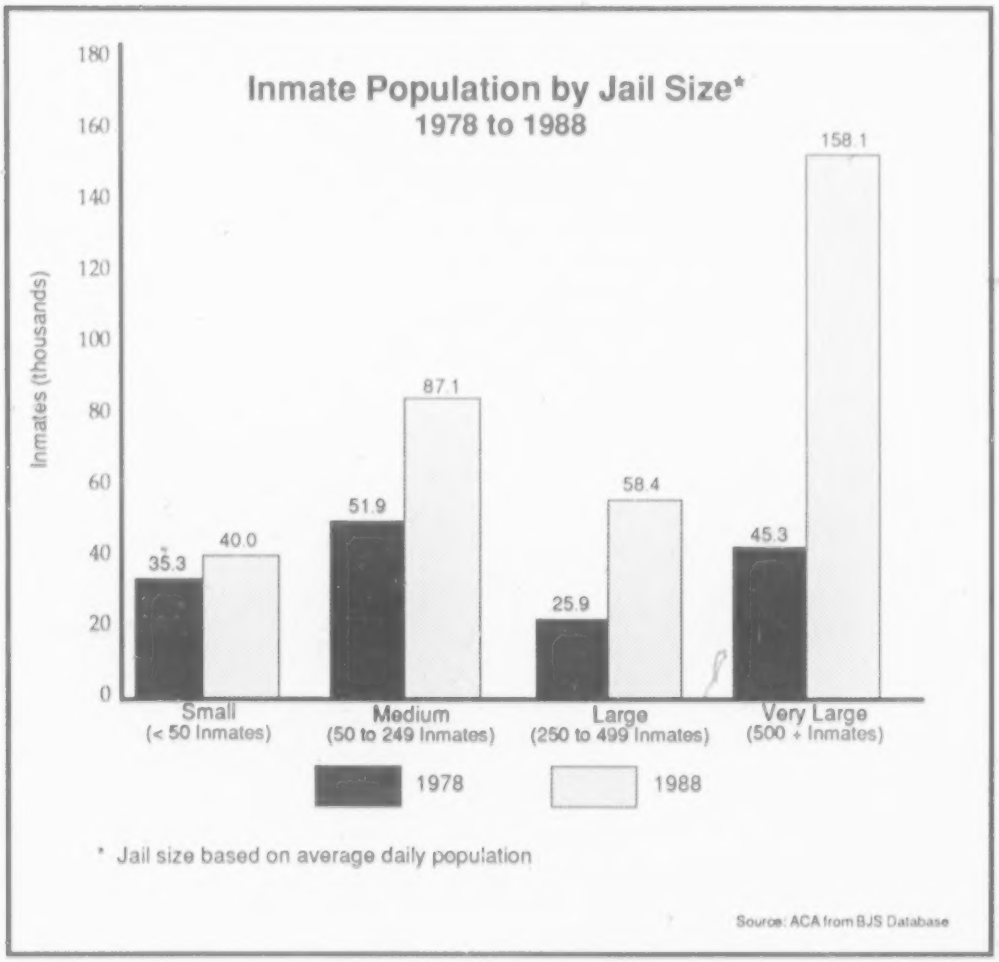
Key to Codes:

1. Corrections Departments/Adult.
2. Corrections Department/Juvenile.
3. Corrections Departments/Adult & Juvenile.
4. Pardons and Parole Boards (without services.)
5. Probation/Parole/Aftercare Departments/Boards (providing services.)

Section VII

JAILS & DETENTION CENTERS

Budgets & Populations



Crowding in Our Jails
Overcoming Obstacles Through Security, Staff Training

By Anthony P. Travisono

After touring correctional institutions, I always come away with a strong sense of pride in what staff is doing to overcome severe obstacles such as understaffing, space restraints and general lack of resources. The stress, week in and week out, puts all staff from the warden on down in a precarious position. It's not as if these problems are new; they have been with corrections for the past 15 years since crowding began and will still be with us for the next 15 years the way things are going.

Jail security is an important issue and, as we all know, can be in the form of buildings and equipment, or programs for inmates, or training and aid programs for staff. All are components of a well-balanced institutional security program. The crowding problem really tests the staff's ability to be stable and innovative, so administrations need to provide programs for inmates and staff to cope with this enormously stressful environment.

It's not as if these problems are new; they have been with corrections for the past 15 years since crowding began and will still be with us for the next 15 years the way things are going.

Staff training programs and employee help groups aimed at stress reduction have become more necessary to meet today's challenges. We are aware that when fighting alligators, there is no time to sit back and read about why the alligators are in the swamp in the first place, but training and stress-reduction programs are a vital part of dealing with the conditions in which correctional staff find themselves. Now is not the time to cut back on these vital programs, but instead to offer even more.

I recently visited an institution in which the entire staff was on holiday schedule, with all employees reporting, so that the majority of the staff could spend eight hours in a variety of training and refresher programs—from baton training to conflict resolution. It appeared that staff and inmates were able to deal with the schedule without any hassles, and as one inmate said, "They need all the training they can get to handle us." There may not be any other way to accomplish ongoing training to meet minimal ACA standards.

Innovation will be the word most commonly used in the next several years to find ways to get the job done. Staff at all levels are to be congratulated for coping with extraordinary circumstances within the fences. Coping has always been a watchword of corrections: now coping *and innovation* become the watchwords.

Source: *Corrections Today*, June 1990

Anthony P. Travisono is the Executive Director, American Correctional Association, Laurel, Maryland

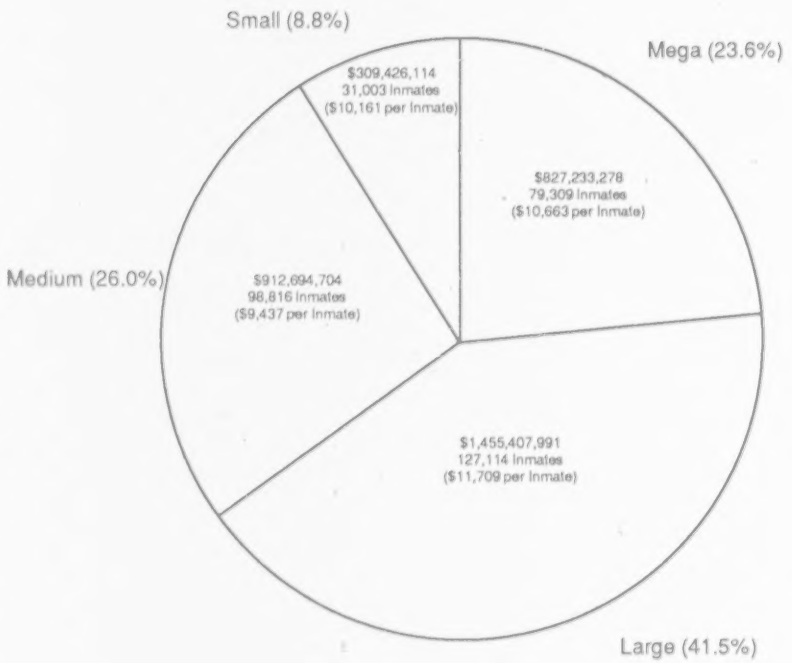
Jail and Detention Center Expenditures

As of June 30, 1988

	Operating Expenditures	Capital Expenditures	Cost Per Inmate[1]
AL	25,937,617	8,705,084	6,629
AZ	47,428,305	137,568	8,270
AR	14,821,151	8,278,890	8,870
CA	515,723,837	356,211,019	8,214
CO	71,476,870	25,351,338	16,001
FL	316,730,177	44,036,860	11,718
GA	94,532,554	40,468,638	5,948
ID	6,804,907	491,891	8,319
IL	100,470,540	6,091,920	10,628
IN	34,514,000	25,807,691	6,820
IA	16,777,584	12,436,355	15,798
KS	18,742,007	4,682,815	10,219
KY	37,782,822	8,580,028	8,027
LA	63,161,316	19,189,882	5,945
ME	9,415,438	6,918,210	14,463
MD	88,030,850	9,811,385	12,059
MA	75,564,427	13,011,357	13,962
MI	116,325,002	11,702,969	12,329
MN	44,274,375	18,051,771	14,763
MS	15,459,392	3,775,506	5,167
MO	38,030,231	2,131,393	8,942
MT	7,303,384	261,117	12,442
NE	14,183,515	1,410,368	12,778
NV	34,376,801	1,884,128	16,472
NH	11,852,048	4,202,258	15,098
NJ	127,876,387	9,743,020	11,648
NM	24,152,516	339,835	11,969
NY	578,439,309	293,851,909	22,698
NC	41,636,419	9,765,485	7,552
ND	4,787,689	2,331,300	17,099
OH	92,503,191	29,436,783	11,487
OK	15,784,860	1,746,548	6,523
OR	38,397,500	26,454,555	13,832
PA	204,066,988	12,059,711	15,046
SC	23,163,602	736,057	6,605
SD	4,112,830	635,969	8,309
TN	71,312,962	34,759,732	7,105
TX	210,488,868	65,198,810	7,302
UT	13,907,857	240,905	10,272
VA	103,560,888	10,905,993	11,367
WA	60,784,416	737,357	10,930
WV	11,737,919	417,176	8,360
WI	50,889,204	33,435,526	11,001
WY	7,439,532	11,648,266	15,276
Total	3,504,762,087	1,178,075,378	10,651

Operating Budgets by Jail Size

Total Budget Amount for all jails:
$3,504,762,087
Total Number of Inmates: 336,242



Notes:
■ = **Mega jail (1000+ beds)** ● = **Large jail (250-999 beds)** ▲ = **Medium jail (50-249 beds)** ◆ = **Small jail (1-49 beds)**

AK, CT, DE, HI, RI, VT have combined state/county systems and are not reflected above, but are included in the state-related data in this publication (see page 1).

1. Cost per inmate calculated by dividing operating expenditures by average daily population.

Source: ACA from BJS database

Jail and Detention Center Personnel

As of June 30, 1988

	All Jails			■ Mega			● Large			▲ Medium			◆ Small		
	Total Payroll Staff	Correctional Officers Only	No. Inmates per CO	Total Payroll Staff	Correctional Officers Only	No. Inmates per CO	Total Payroll Staff	Correctional Officers Only	No. Inmates per CO	Total Payroll Staff	Correctional Officers Only	No. Inmates per CO	Total Payroll Staff	Correctional Officers Only	No. Inmates per CO
AL	964	745	5				171	133	5	559	427	5	234	185	5
AZ	1,169	952	6				635	496	5	492	423	4	42	33	3
AR	766	565	3							332	262	4	434	303	2
CA	9,678	6,728	9	2,808	2,051	11	4,853	3,190	9	1,833	1,346	7	184	141	4
CO	1,878	1,399	3				1,070	826	3	535	391	4	273	182	3
FL	8,045	6,560	4	2,122	1,776	4	3,608	2,923	4	2,103	1,703	4	212	158	3
GA	3,463	2,730	6	578	489	6	571	441	7	1,683	1,378	5	631	422	5
ID	306	216	4							125	98	5	181	118	3
IL	2,911	2,318	4	1,430	1,200	5	179	145	3	767	580	4	535	393	2
IN	1,413	969	5	82	76	14	177	129	4	629	462	5	525	302	3
IA	764	546	2							212	159	3	552	387	1
KS	909	678	3							400	298	4	509	380	2
KY	1,435	1,059	4				396	276	5	593	460	5	446	323	3
LA	2,447	1,869	6	819	647	5	766	615	4	712	513	7	150	94	7
ME	400	308	2							211	173	2	189	135	2
MD	2,128	1,489	5	801	545	5	619	468	5	604	410	5	104	66	5
MA	2,104	1,587	3				1,369	1,070	3	725	512	3	10	5	4
MI	2,424	1,719	5	513	371	5	815	584	6	636	463	7	460	301	4
MN	1,287	932	3				322	225	4	473	335	4	492	372	3
MS	627	483	6							303	228	9	324	255	4
MO	1,689	1,248	3				536	[illegible]	4	597	476	3	556	389	3
MT	328	236	2							78	61	4	250	175	2
NE	667	438	3				113	72	4	130	93	4	424	273	2
NV	756	521	4	391	283	4	229	143	4	72	49	5	64	46	5
NH	316	255	3							296	238	3	20	17	3
NJ	3,511	2,897	4				2,618	2,147	4	861	721	3	32	29	3
NM	792	576	4				320	232	3	327	239	4	145	105	3
NY	11,901	9,488	3	5,094	4,214	3	4,578	3,487	3	1,882	1,510	3	347	277	2
NC	1,364	1,020	5				161	116	10	814	630	6	389	274	3
ND	224	143	2							86	53	3	138	90	1
OH	2,625	2,083	4				1,158	985	4	848	664	4	619	434	4
OK	677	465	5				93	80	8	201	153	5	383	232	4
OR	1,036	705	4				344	231	3	486	326	5	206	148	2
PA	4,703	3,724	4				3,302	2,659	4	1,116	845	4	285	220	2
SC	942	744	5				89	82	4	664	519	5	189	143	4
SD	217	155	3							85	57	5	132	98	2
TN	1,981	1,387	7	408	262	11	385	284	6	773	580	7	415	261	6
TX	6,895	5,540	5	2,060	1,643	7	2,375	2,046	5	1,290	1,002	4	1,170	849	3
UT	451	315	4				177	114	5	151	112	5	123	89	3
VA	2,892	2,247	4				640	535	5	1,466	1,127	4	786	585	3
WA	1,554	1,137	5	342	244	6	607	448	5	461	339	5	144	106	3
WV	522	358	4							285	206	5	237	152	3
WI	1,254	913	5				503	349	6	380	293	6	371	271	4
WY	232	163	3							128	80	4	104	83	2
Total	92,647	70,610	5	17,448	13,801	6	33,779	25,914	5	27,404	20,994	5	14,016	9,901	3

Notes:
■ = Mega jail (1000+ beds) ● = Large jail (250-999 beds) ▲ = Medium jail (50-249 beds) ◆ = Small jail (1-49 beds)

AK, CT, DE, HI, RI, VT have combined state/county systems included in state data for this publication.
Jail size based on reported capacity.

Source: ACA from BJS database.

Inmate Population in Jails and Detention Centers

As of June 30, 1988

		■ Mega				● Large				▲ Medium				◆ Small			
		Adult		Juvenile		Adult		Juvenile		Adult		Juvenile		Adult		Juvenile	
	Total	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
AL	3,690					584	39	0	0	2,058	174	6	0	793	36	0	0
AZ	5,904	1,592	36	28	0	2,040	379	5	0	1,616	84	7	0	107	10	0	0
AR	1,736									826	77	56	2	730	29	15	1
CA	63,702	21,531	1,319	29	0	24,737	5,163	0	1	9,418	970	0	0	404	130	0	0
CO	4,861					2,644	284	9	0	1,280	125	6	0	481	32	0	0
FL	28,236	6,667	470	215	4	11,925	1,251	248	2	5,835	1,000	104	3	463	46	3	0
GA	17,182	2,951	233	0	0	3,390	332	0	0	7,462	370	3	0	2,292	147	2	0
ID	816									461	29	1	0	307	13	3	2
IL	9,891	5,884	264	0	0	442	60	0	0	2,165	164	16	2	824	68	2	0
IN	5,235	1,099	83	9	0	500	27	7	0	2,230	162	70	12	925	74	30	7
IA	1,036									439	48	1	0	516	30	2	0
KS	1,885									1,101	96	13	1	634	36	4	0
KY	4,693					1,302	152	14	2	1,975	189	17	3	994	45	0	0
LA	10,754	3,226	339	46	0	2,572	209	0	0	3,513	188	2	0	627	32	0	0
ME	669									377	17	4	0	259	10	2	0
MD	7,486	2,873	76	39	0	1,873	338	12	0	1,769	168	1	0	330	7	0	0
MA	5,454					3,580	0	0	0	1,830	24	0	0	19	0	1	0
MI	9,391	1,578	96	6	0	3,195	323	1	0	2,811	248	1	0	1,080	50	2	0
MN	3,225					931	83	0	0	1,168	63	1	0	928	46	4	1
MS	3,180									1,982	107	38	7	980	56	10	0
MO	4,113					1,329	160	3	0	1,522	84	1	0	953	61	0	0
MT	605									235	19	3	0	299	44	3	2
NE	1,156					260	59	0	0	305	28	7	0	457	24	15	1
NV	2,218	1,138	131	0	0	457	51	0	0	161	36	0	0	227	17	0	0
NH	789									695	39	1	1	53	0	0	0
NJ	11,124					7,917	730	10	0	2,224	145	0	0	90	8	0	0
NM	2,026					621	68	0	0	931	54	44	14	276	14	3	1
NY	25,928	9,807	1,057	0	0	9,243	1,181	46	3	3,634	430	7	0	499	17	4	0
NC	5,425					967	104	0	0	3,127	261	0	0	928	38	0	0
ND	288									149	17	18	2	94	7	1	0
OH	8,097					3,502	429	1	0	2,369	170	8	0	1,471	145	2	0
OK	2,325					491	127	17	1	745	59	0	0	822	61	2	0
OR	2,799					661	91	9	0	1,570	117	5	0	332	21	2	0
PA	13,649					9,030	759	0	0	3,093	202	0	0	540	25	0	0
SC	3,483					296	30	1	1	2,390	178	12	3	542	24	6	0
SD	503									281	21	8	3	167	19	3	1
TN	10,814	3,177	234	0	0	1,754	86	0	0	3,836	222	0	0	1,434	70	1	0
TX	29,073	10,061	1,641	29	2	9,910	500	0	0	4,180	352	0	0	2,246	152	0	0
UT	1,261					460	45	0	0	485	32	1	0	219	19	0	0
VA	9,372					2,485	284	14	0	4,115	452	23	3	1,902	89	5	0
WA	5,652	1,182	157	0	0	2,048	203	0	0	1,630	123	0	0	295	14	0	0
WV	1,392									899	61	0	0	410	22	0	0
WI	4,667					1,837	160	24	2	1,534	149	21	3	866	64	7	0
WY	457									204	39	22	6	151	10	25	0
Total	**336,242**	**72,766**	**6,136**	**401**	**6**	**112,983**	**13,707**	**412**	**12**	**90,630**	**7,593**	**528**	**65**	**28,966**	**1,862**	**159**	**18**

Notes:
■ = Mega jail (1000+ beds) ● = Large jail (250-999 beds) ▲ = Medium jail (50-249 beds) ◆ = Small jail (1-49 beds)

AK, CT, DE, HI, RI, VT have combined state/county systems included in state data for this publication.
Jail size based on reported capacity.

Source: ACA from BJS database.

Movement of the Adult Jail Population

As of June 30, 1988

	All Jails			■ Mega			● Large			▲ Medium			◆ Small		
	Admissions	Releases[1]	Average Daily Pop	Admissions	Releases	Average Daily Pop	Admissions	Releases	Average Daily Pop	Admissions	Releases	Average Daily Pop	Admissions	Releases	Average Daily Pop
AL	109,040	106,745	3,798				18,522	17,894	658	60,244	58,938	2,297	30,274	29,913	843
AZ	157,682	154,264	5,735	61,830	60,801	1,419	42,129	41,113	2,504	47,086	45,780	1,715	6,637	6,570	97
AR	69,665	68,702	1,671							27,220	26,577	937	42,445	42,125	734
CA	1,592,566	1,582,581	62,787	411,493	411,023	23,209	863,809	857,059	29,438	286,906	284,246	9,586	30,358	30,253	554
CO	145,868	143,954	4,467				56,067	55,373	2,607	71,491	70,630	1,371	18,310	17,951	489
FL	747,778	731,873	27,029	216,617	210,822	7,235	340,380	333,812	12,465	174,730	171,366	6,850	16,051	15,873	479
GA	412,935	403,377	15,893	56,480	55,020	2,926	134,320	131,103	3,212	162,880	159,239	7,484	59,255	58,015	2,271
ID	38,824	38,487	818							23,109	22,913	520	15,715	15,574	298
IL	202,664	198,375	9,453	55,000	53,000	5,700	19,740	19,426	477	92,525	91,031	2,324	35,399	34,916	952
IN	166,143	162,831	5,061	12,692	11,510	1,100	13,676	13,676	523	90,743	89,152	2,427	49,032	48,493	1,011
IA	62,001	61,655	1,062							25,325	25,206	485	36,676	36,449	577
KS	78,478	77,405	1,834							56,594	55,937	1,193	21,884	21,468	641
KY	244,326	242,670	4,707				74,640	73,845	1,466	102,011	101,492	2,152	67,675	67,333	1,089
LA	162,945	161,277	10,625	33,043	32,811	3,530	21,337	21,071	2,709	94,364	93,440	3,722	14,201	13,955	664
ME	32,080	31,645	651							17,574	17,321	391	14,506	14,324	260
MD	84,999	82,227	7,300	30,840	29,839	2,803	24,639	23,521	2,294	24,095	23,531	1,866	5,425	5,336	337
MA	44,011	43,354	5,412				27,088	27,091	3,626	15,535	14,891	1,768	1,388	1,372	18
MI	211,967	210,005	9,435	20,930	20,930	1,708	74,917	74,250	3,491	79,663	78,780	3,083	36,457	36,045	1,153
MN	114,357	112,937	2,999				37,608	37,024	847	38,650	38,335	1,191	38,099	37,578	961
MS	79,912	78,981	2,992							42,322	41,722	2,028	37,590	37,259	964
MO	102,626	101,287	4,253				22,052	21,620	1,626	48,918	48,517	1,622	31,656	31,150	1,005
MT	28,696	28,482	587							8,559	8,371	255	20,137	20,111	332
NE	43,782	43,533	1,110				9,934	9,902	297	17,135	17,116	335	16,713	16,515	478
NV	58,456	57,547	2,087	30,528	30,347	1,127	8,000	7,500	508	9,914	9,909	226	10,014	9,791	226
NH	12,192	11,836	785							11,260	10,924	728	932	912	57
NJ	137,234	133,101	10,978				100,938	96,977	8,676	35,415	35,391	2,227	881	733	75
NM	68,425	67,277	2,018				28,278	27,760	760	30,209	29,755	988	9,938	9,762	270
NY	327,564	318,393	25,484	99,320	95,326	10,851	162,143	159,457	10,245	57,457	55,224	3,881	8,644	8,386	507
NC	308,854	305,483	5,513				62,157	61,839	1,102	191,932	189,220	3,493	54,765	54,424	918
ND	18,966	18,839	280							10,929	10,808	180	8,037	8,031	100
OH	272,320	271,590	8,053				140,062	140,335	3,961	63,577	63,208	2,539	68,681	68,047	1,553
OK	476,657	476,132	2,420				66,650	66,885	653	366,927	366,657	841	43,080	42,590	926
OR	114,187	113,049	2,776				36,899	36,646	759	57,043	56,348	1,668	20,245	20,055	349
PA	142,274	140,788	13,563				103,525	103,424	9,663	32,593	31,438	3,372	6,156	5,926	528
SC	171,485	169,122	3,507				12,179	11,853	335	130,098	128,471	2,575	29,208	28,798	597
SD	24,911	24,619	495							14,487	14,297	313	10,424	10,322	182
TN	263,055	256,247	10,037	62,165	60,526	2,857	37,481	36,208	1,794	100,922	98,244	3,868	62,487	61,269	1,518
TX	950,853	941,239	28,828	290,238	288,111	11,752	356,245	352,113	10,297	170,501	167,997	4,492	133,869	133,018	2,287
UT	46,363	44,890	1,354				17,435	16,497	525	19,065	18,638	566	9,863	9,755	263
VA	238,440	237,211	9,111				46,683	47,983	2,602	120,689	119,089	4,528	71,068	70,139	1,981
WA	191,670	190,373	5,561	40,362	40,362	1,366	75,529	75,189	2,200	64,822	63,976	1,703	10,957	10,846	292
WV	30,435	29,876	1,404							20,032	19,578	945	10,403	10,298	459
WI	125,447	123,910	4,626				42,491	42,030	1,979	52,995	52,364	1,697	29,961	29,516	950
WY	16,523	16,195	487							9,482	9,273	281	7,041	6,922	206
Total	8,929,656	8,814,364	329,046	1,421,538	1,400,428	77,583	3,077,553	3,040,476	124,299	3,178,028	3,135,340	96,713	1,252,537	1,238,120	30,451

Notes:
■ = Mega jail (1000+ beds) ● = Large jail (250-999 beds) ▲ = Medium jail (50-249 beds) ◆ = Small jail (1-49 beds)

1. Release figures include expirations of sentence, transfers to probation/parole, transfers to state/federal institutions, and transfers to other jurisdictions. AK, CT, DE, HI, RI, VT have combined state/county systems included in state data for this publication. Jail size based on reported capacity.

Source: ACA from BJS database.

Jails and Detention Centers Under Court Order

As of June 30, 1988

	No. Facilities Under Court Order	Percent of All Facilities	Crowding	Recreation	Medical Facilities or Svcs/Trtmt	Staffing Patterns	Disciplinary Procedures/ Policy	Food Service Nutrition/ Cleanliness	Inmate Classification	Library Services	Visiting Procedures/ Policies	Adm Segregation Procedures/ Policies	Grievance Procedures/ Policies	Education/ Training Programs	Fire Hazards	Counseling Programs	Totality of Conditions	Other
AL	16	23%	11	7	3	5	4	3	3	3	5	3	6	2	4	1	2	1
AZ	7	28%	9	9	9	1	8	7	7	9	7	8	9	7	9			
AR	10	14%	7	4	1	2	1	1	1	1	1	1	1				2	
CA	35	26%	38	14	15	13	6	9	6	8	10	4	10	4	9	2	9	3
CO	7	12%	7	6	2	4	3	5	6	5	3	3	2	2	3	1	3	1
FL	27	26%	24	11	10	10	6	8	7	10	9	5	7	8	6	7	10	2
GA	15	9%	15	10	6	5	3	8	2	4	6	4	4	1	3	1	4	3
ID	2	6%	2	2	1	1	1	1	2	2	1	1	1	1	3	1	1	2
IL	7	7%	4	3	2	2	2	2	4	2	2	2	2				2	
IN	4	4%	3	5	2	1	2	3	1	3	1	2	1	1	2	1	1	1
IA	3	3%	2	1	2	1	2	1	1	2	2	2	3	1	1		1	
KS	3	3%	2	1													2	
KY	14	15%	5	7	7	3	5	2	4	4	4	2	5	2	1	2	3	
LA	61	86%	33	10	10	20	5	5	8	5	5	5	4		4		3	1
ME	1	7%	1		1	1				1								1
MD	6	17%	6															
MA	5	26%	4	2	3	2	2	1	1		3	1		2	1	4	3	
MI	7	8%	3	4	3	2	3	2	3	3	4	1	2	2	1	2	4	
MN	3	4%	3	1		1			1					1	1	1	1	
MS	18	21%	11	6	9	6	6	8	5	6	8	4	2	2	5	4	2	2
MO	6	6%	2	5	3	3	1	3	1	5	2	0	2	2	1	1	1	1
MT	1	2%	1	1	1	1	1	1	1	1	1	1	1		1	1		
NE	3	5%																
NV		0%																
NH		0%																
NJ	5	18%	5	4	4	1	1	2	4	4	3	2	1	2	1	2	0	1
NM	2	7%	1	1		1			1		1						2	
NY	17	23%	20	18	15	8	14	16	15	16	16	10	10	6	7	4	5	
NC	2	2%	1	2	1					2								
ND	1	4%																
OH	17	19%	14	11	11	9	5	3	7	4	6	2	3	4	6	4	3	1
OK	7	9%	4			1								1	2			1
OR	15	42%	14	12	6	4	6	5	5	7	4	4	4	2	2	1	3	4
PA	10	13%	10	7	7	7	8	7	7	8	7	4	9	7			8	2
SC	4	7%	3															1
SD	1	4%	1	1	1			1							1			
TN	10	9%	4	5	4	2	2	3		3	2		2		3		3	
TX	22	9%	17	3	4	5	3	2	10	4	3	2	4	4	2	2	5	2
UT	1	4%	1															
VA	1	1%	1	1	2	1	2	1		2	2	1	2	2	3			
WA		0%								1								1
WV	9	18%	5	5	5	6	5	5	5	5	5	5	5	5	3	4	5	
WI		0%	1	1	2		1	1	1		2		1		1		1	
WY	2	9%	2	3	3	3	1	2	1	1	3	1	1	1	1			
All States	387	13%	297	183	155	132	109	118	120	131	128	80	104	72	87	53	89	31

Notes:

AK, CT, DE, HI, RI, VT have combined state/county systems included in state data for this publication.
Jail size based on reported capacity.

Source: ACA from BJS database.

Mega Jails and Detention Centers

All figures reported as of June 30, 1988

Location	Facility	Capacity	Pop on 6/30/88	ADP Year Ending 6/30/88	Percent Filled	Number of Admissions	Average Bookings Per Month	Number of COs	No.[1] Inmates per CO
AZ, Phoenix	Maricopa County Madison St Jail	1,500	1,656	1,419	94.60%	62,454	5,205	289	4.91
CA, Los Angeles	LA County Men's Central Jail	5,276	7,154	7,679	145.55%	212,320	17,693	770	9.97
CA, Los Angeles	LA Co Pitchess Honor Ranch—N/S	1,648	3,104	3,254	197.45%	7,000	583	213	15.28
CA, Los Angeles	LA County Biscailuz Ctr	1,244	1,634	1,637	131.59%	36,000	3,000	209	7.83
CA, Los Angeles	LA County Pitchess Honor Rancho	1,240	2,348	2,300	185.48%	28,000	2,333	143	16.08
CA, Los Angeles	LA County Hall of Justice Jail	1,226	2,014	1,900	154.98%	6,760	563	165	11.52
CA, Los Angeles	LA Co Mira Loma Facility/AD Unit	1,032	1,509	1,401	135.76%	9,100	758	165	8.49
CA, Santa Ana	Orange County Jail	2,143	2,139	2,105	98.23%	53,690	4,474	104	20.24
CA, Pleasanton	Alameda County Jail—Santa Rita	1,676	1,981	1,943	115.93%	43,705	3,642	155	12.54
CA, Milpitas	Santa Clara Co Jail Min Security	1,071	996	990	92.44%	15,000	1,250	127	7.80
FL, Ft. Lauderdale	Broward County Jail	1,375	1,339	1,351	98.25%	66,908	5,576	408	3.31
FL, Pompano Beach	Broward Co N Detention Complex[2]	1,021						255	
FL, Miami	Dade County Pretrial Detention Ctr	1,336	1,955	1,797	134.51%	108,209	9,017	483	3.72
FL, Miami	Dade County Training/Treatment Ctr	1,015	1,416	1,287	126.80%	14,719	1,227	196	6.57
FL, Orlando	Orange Co 33rd St Correc Facility	1,110	1,545	1,600	144.14%	12,000	1,000	409	3.91
GA, Atlanta	Fulton County Jail	1,204	1,950	1,950	161.96%	15,600	1,300	362	5.39
GA, Decatur	DeKalb County Jail	1,160	1,234	976	84.14%	40,880	3,407	127	7.69
IL, Chicago	Cook County Dept of Corrections	5,599	6,148	5,700	101.80%	55,000	4,583	1,200	4.75
IN, Indianapolis	Marion County Jail	1,028	1,191	1,100	107.00%	12,832	1,069	76	14.47
LA, New Orleans	New Orleans Parish Prison System	3,455	3,611	3,530	102.17%	33,043	2,754	647	5.46
MD, Baltimore	Baltimore City Jail	1,679	1,916	1,931	115.01%	15,000	1,250	425	4.54
MD, Upper Marlboro	Prince George's Co Correctional Ctr	1,118	1,072	872	78.00%	16,955	1,413	120	7.27
MI, Detroit	Wayne County Jail	1,895	1,680	1,708	90.13%	21,000	1,750	371	4.60
NV, Las Vegas	Clark County Jail	1,052	1,269	1,127	107.13%	30,528	2,544	283	3.98
NY, New York City	Anna M. Kross Center	2,862	2,530	2,530	88.40%	18,250	1,521	1,045	2.42
NY, New York City	Adolescent Reception/Detention Ctr	2,117	1,797	1,870	88.33%	14,340	1,195	709	2.64
NY, New York City	Correctional Institution—Men	2,083	2,334	2,361	113.35%	26,933	2,244	835	2.83
NY, New York City	Correctional Institution—Women	2,000	1,971	1,900	95.00%	21,900	1,825	482	3.94
NY, New York City	House of Detention—Men	1,445	1,148	1,140	78.89%	8,000	667	512	2.23
NY, New York City	Brooklyn Correctional Facility	1,155	1,084	1,050	90.91%	9,897	825	631	1.66
TN, Memphis	Shelby County Corrections Ctr	1,542	1,603	1,228	79.64%	5,675	473	177	6.94
TN, Memphis	Shelby County Justice Ctr	1,223	1,808	1,629	133.20%	56,490	4,708	85	19.16
TX, Houston	Harris Co Downtown Central Jail	3,505	5,617	5,617	160.26%	91,250	7,604	560	10.03
TX, Dallas	Dallas County Decker Detention Ctr	1,272	1,087	1,078	84.75%	25,896	2,158	138	7.81
TX, Dallas	Dallas County Government Ctr Jail	1,001	1,222	1,180	117.88%	24,604	2,050	128	9.22
TX, Ft. Worth	Tarrant County Jail	1,235	1,572	1,550	125.51%	36,500	3,042	270	5.74
TX, El Paso	El Paso County Jail	1,024	965	880	85.94%	30,737	2,561	162	5.43
TX, San Antonio	Bexar County Adult Detention Ctr	1,019	1,270	1,447	142.00%	81,349	6,779	385	3.76
WA, Seattle	King County Main Jails	1,247	1,339	1,366	109.54%	40,362	3,364	244	5.60

Notes:

1. Correctional officer/inmate ratios were calculated by dividing the average daily population (ADP) for 7/87-6/88 by number of officers.
2. Complete information not available.
   The East Baton Rouge Prison (opened 1989) in Louisiana has a capacity of 1,332 and reports an average population of 900 males and 80 females.

Source: ACA from BJS database.

Code of Ethics

AMERICAN CORRECTIONAL ASSOCIATION

Preamble

The American Correctional Association expects of its members unfailing honesty, respect for the dignity and individuality of human beings, and a commitment to professional and compassionate service.
To this end we subscribe to the following principles:

- Members will respect and protect the civil and legal rights of all individuals.
- Members will treat every professional situtation with concern for the person's welfare and with no intent of personal gain.
- Relationships with colleagues will be such that they promote mutual respect within the profession and improve the quality of service.
- Public criticisms of colleagues or their agencies will be made only when warranted, verifiable and constructive in purpose.
- Members will respect the importance of all disciplines within the criminal justice system and work to improve cooperation with each segment.
- Subject to the individual's rights to privacy, members will honor the public's right to know, and will share information with the public to the extent permitted by law.
- Members will respect and protect the right of the public to be safeguarded from criminal activity.
- Members will not use their positions to secure personal privileges or advantages.
- Members will not, while acting in an official capacity, allow personal interest to impair objectivity in the performance of duty.
- No member will enter into any activity or agreement, formal or informal, which presents a conflict of interest or is inconsistent with the conscientious performance of his or her duties.
- No member will accept any gift, service or favor that is or appears to be improper or implies an obligation inconsistent with the free and objective exercise of his or her professional duties.
- In any public statement, members will clearly distinguish between personal views and those statements or positions made on behalf of an agency or the Association.
- Each member will report to the appropriate authority any corrupt or unethical behavior where there is sufficient cause to initiate a review.
- Members will not discriminate against any individual because of race, gender, creed, national origin, religious affiliation, age or any other type of prohibited discrimination.
- Members will preserve the integrity of private information; they will neither seek data on individuals beyond that needed to perform their responsibilities, nor reveal nonpublic data unless expressly authorized to do so.
- Any member who is responsible for agency personnel actions will make all appointments, promotions, or dismissals in accordance with established civil service rules, applicable contract agreements and individual merit, and not in furtherance of partisan interests.

ADOPTED AUGUST 1975 AT THE 105TH CONGRESS OF CORRECTION

REVISED AUGUST 1990 AT THE 120TH CONGRESS OF CORRECTION

ACA Overview

The American Correctional Association (ACA) was founded in 1870 as the National Prison Association, later called the American Prison Association. The first Congress was convened that year in Cincinnati, Ohio where then Ohio governor and future U.S. President Rutherford B. Hayes was elected first president of the Association. The Congress adopted the far-reaching Declaration of Principles that still stands as a progressive document of correctional goals.

In 1954, reflecting the expanding philisophy of the field and the Association's broadening role, the name of the American Prison Association was changed to the American Correctional Association.

For more than a century ACA has made a continued appraisal of its role as a national forum in the field of crime prevention and correction in order to insure that its efforts are geared to the social needs and the knowledge of the times. The proceedings of the more than one hundred Congresses offer dramatic evidence of this activity.

Working towards a unified voice in correctional policy, the ACA has been actively involved in developing a national correctional philosophy; designing and implementing standards for correctional services and methods for measuring compliance; and providing publications, training and technical assistance.

The Association's headquarters is located in Laurel, Maryland and is staffed by over one hundred men and women dedicated to serving the membership of the Association.

The ACA has maintained an average annual operating budget of $7 million during the past two years. This budget is supported primarily by membership dues from individuals, correctional institutions and agencies. Additional income to support various programs and activities is derived from the sale of publications, advertising, exhibit space, registration fees at meetings, contract consultation services, training, technical assistance and contributions.

The ACA structure is somewhat similar to a large federation. Instead of comprising divisions of service, the Association is made up of affiliate organizations and chapters—67 different groups representing the entire spectrum of correctional programming. Each affiliate or chapter is organized with its own constitution and bylaws, and each performs a valuable service in a specific area. Affiliates and chapters are voted into the Association by the Board of Governors after having met criteria established by the Board.

Affiliates and chapters contribute to the total policy development of the Association through their appointed members of the Delegate Assembly. The number of delegates representing each affiliate and chapter is directly related to the number of members each has in the ACA.

The ACA has four regional affiliates, 31 professional affiliates and ten state affiliates. Dual membership, the fourth category, is available in 22 states where membership is provided in both ACA and the state chapters.

Selected Public Correctional Policies

Correctional Staff Recruitment and Development

Introduction:

Knowledgeable, highly skilled, motivated and professional correctional personnel are essential to fulfill the purpose of corrections effectively. Professionalism is achieved through structured programs of recruitment and enhancement of the employee's skills, knowledge, insight and understanding of the correctional process.

Statement:

Correctional staff are the primary agents for promoting health, welfare, security and safety within correctional institutions and community supervision programs. They directly interact with accused and adjudicated offenders and are the essential catalysts of change in the correctional process. The education, recruitment, orientation, supervision, compensation, training, retention and advancement of correctional staff must receive full support from the executive, judicial and legislative branches of government. To achieve this, correctional agencies should:

A. Recruit personnel, including ex-offenders, in an open and accountable manner to assure equal employment opportunity for all qualified applicants regardless of sex, age, race, physical disability, religion, ethnic background or political affiliation, and actively promote the employment of women and minorities;

B. Screen applicants for job-related aspects of physical suitability, personal adjustment, emotional stability, dependability, appropriate educational level and experience. An additional requisite is the ability to relate to accused or adjudicated offenders in a manner that is fair, objective and neither punitive nor vindictive;

C. Select, promote and retain staff in accordance with valid job-related procedures that emphasize professional merit and technical competence. Voluntary transfers and promotions within and between correctional systems should be encouraged;

D. Comply with professional standards in staff development and offer a balance between operational requirements and the development of personal, social and cultural understanding. Staff development programs should involve use of public and private resources, including colleges, universities and professional associations;

E. Achieve parity between correctional staff and comparable criminal justice system staff in salaries and benefits, training, continuing education, performance evaluations, disciplinary procedures, career development opportunities, transfers, promotions, grievance procedures and retirement;

F. Encourage the participation of trained volunteers and students to enrich the correctional program and to provide a potential source of recruitment.

Crowding and Excessive Workloads

Introduction:

Overpopulation of correctional programs and facilities can negate the effectiveness of management, program, security, and physical plant operations and can endanger offenders, staff, and the public at large. High population density within correctional facilities has been associated with increased physical and mental problems, more frequent disciplinary incidents, higher rates of assault and suicide, and decreased effectiveness of programs and services. When the population of a correctional program or facility exceeds capacity, maintaining safe and reasonable conditions of confinement and supervision becomes increasingly difficult, and may become impossible. Excessive workloads in institutional and community corrections dilute effectiveness of supervision and support services and threaten public safety.

Statement:

The number of offenders assigned to correctional facilities and community services should be limited to levels consistent with recognized professional standards. Correctional agencies should:

A. Establish and maintain safe and humane population and workload limits for each institution and service program based on recognized professional standards;

B. Develop, advocate, and implement, in coordination with the executive, legislative, and judicial branches of government, emergency and longterm processes by which offender populations can be managed within reasonable limits;

C. Anticipate the need for expanded program and facility capacity by using professional population projection methodologies that reflect both demographic and policy-related factors influencing correctional population growth;

D. Advocate the full development and appropriate use of pretrial/adjudication release, probation, parole, community residential facilities, and other community services that are alternatives to assigning offenders to crowded facilities or that reduce the duration of assignment of offenders to such facilities;

E. Develop, advocate, and implement plans for necessary additional facilities, staff, programs, and services.

Employment of Women in Corrections

Introduction:

The American Correctional Association has a long-standing committment to equal employment opportunities for women in adult and juvenile corrections.

Statement:

Women have a right to equal employment. No person who is qualified for a particular position/assignment or for job-related opportunities should be denied such employment or opportunities because of gender. Therefore, correctional agencies should:

A. Ensure that recruitment, selection, and promotion opportunities are open to women;

B. Assign female employees duties and responsibilities that provide career development and promotional opportunities equivalent to those provided to other employees;

C. Provide all levels of staff with appropriate training on developing effective and cooperative working relationships between male and female correctional personnel; and

D. Conduct regular monitoring and evaluation of affirmative action practices and take any needed corrective actions.

Choose from the following titles:

- *Prison Personnel Management and Staff Development*
- *Stress Management for Correctional Officers and Their Families*
- *Correctional Law for the Correctional Officer*
- *Correctional Issues: Correctional Management*
- *The Female Offender: What Does the Future Hold?*
- *Correctional Officer Resource Guide*

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- **Correctional Food Service**
- **Correctional Mid-Management Skills**
- **Legal Issues for Corr. Officers**
- **Legal Issues for Probation and Parole Officers**

Directories available from ACA Publications:

- *Directory of Juvenile and Adult Correctional Departments, Institutions, Agencies, and Paroling Authorities*
- *National Jail and Adult Detention Directory*
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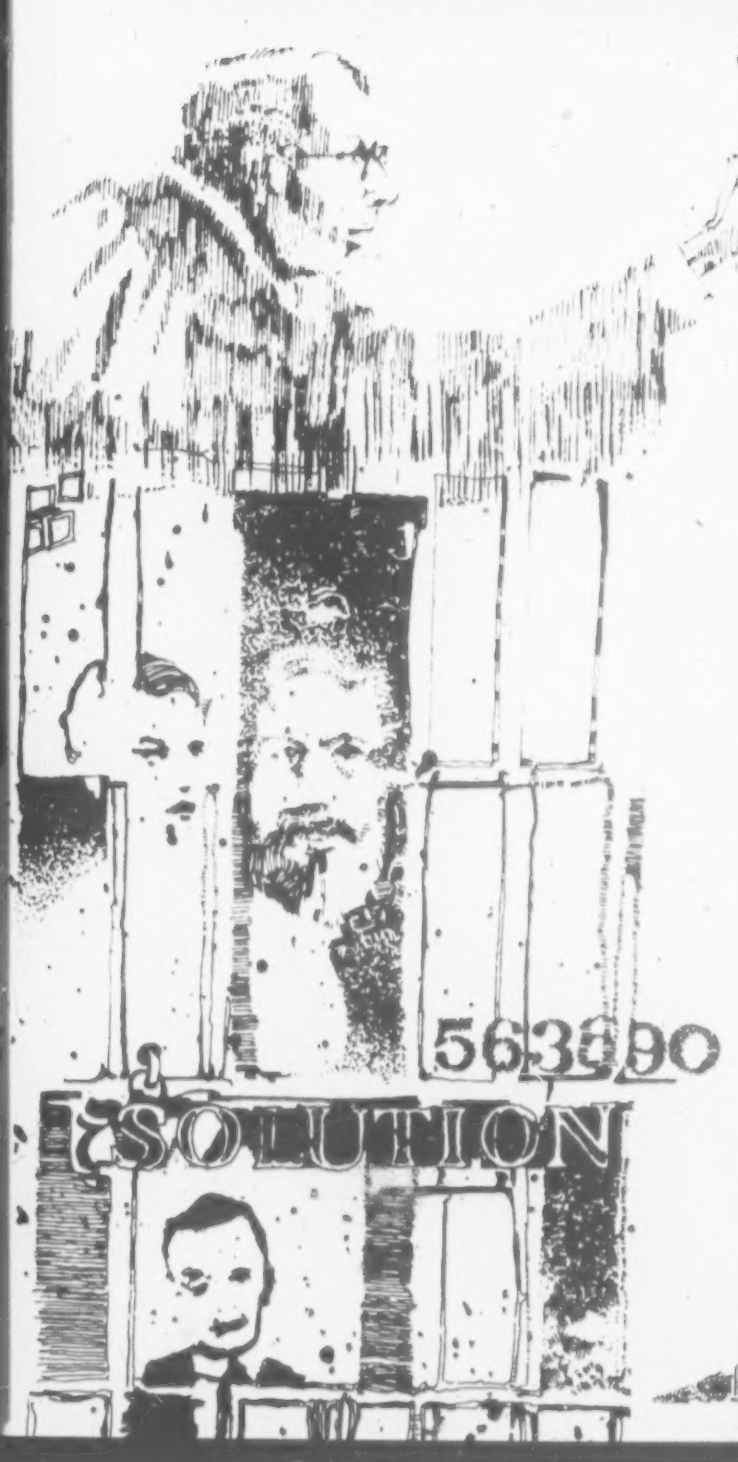

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